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KEIT**

in der Gesellschaft

IG METALL FÜR EINE
GUTES LEBEN



**SPECIAL
REPORT**



IG Metall youth protest action 'Justice in society', part of the national campaign for secure jobs in Germany 'Together for a good life'.

Photo: IG Metall

**BUILDING UNION
POWER FOR
SECURE JOBS AND
A SECURE FUTURE**

Text / Alex Ivanou





The IMF World Congress in 2009 took place in the middle of a global financial and economic crisis. In a difficult situation, metalworkers' unions renewed their commitment to organize and build stronger unions, fight for trade union rights and join the forces of workers to build a counterweight to transnational corporations (TNCs). This article summarizes the IMF's work in the key priority areas during the past two years. →



TRADE UNION NETWORKS IN TNCs

Since 2009 the IMF has worked pragmatically to build unity and solidarity amongst workers within TNCs and in their supply chains. The purpose has been to build effective solidarity and cooperation amongst unions present in TNCs. In order to ensure an equal playing field for workers which goes beyond minimum standards.

Building, developing and managing company union networks is not simply a task but it's an important activity, as more workers find themselves affected by decisions taken in TNC management boardrooms. With this in mind the IMF has sought to develop strategies and activities to strengthen solidarity between workers across sectors and TNCs.

The IMF's first step in doing this has been to develop Guidelines on Trade Union Networks in TNCs. Unions have always cooperated but the guidelines and the process of developing them has helped with transparency and understanding amongst affiliates. The guidelines contribute towards better tools, a better exchange of information, and more mutual trust and knowledge between workers. While at the same time recognizing that the guidelines cannot provide a model that fits all but can provide a common platform. The guidelines are now posted on the IMF website.

In addition to the guidelines the IMF has also held a TNC Coordinators meeting in March 2011 in Brazil. This meeting provided the opportunity for participants to come together and to further develop the knowledge and expertise on networking among the IMF affiliates. Also to hear about different experiences in networks that have already been developed such as Tenaris/Gerdau and others such as Caterpillar that are being developed.

The outcomes included a realization that more work needed to be carried out in the regions in order to build the same level of knowledge across all regions. That a case study of different networks would help provide a useful reference point and could act as a training and education tool. Also that an internal guideline on negotiating other global agreements would be useful (these are not International Framework Agreements).

Along with the knowledge building exercise, the IMF has also developed a list of priority companies to build networking activity. There is now a dedicated area on the IMF website for TNC Networks. These different company networks are not the only companies we deal with but

are the targets for building networking activities in the future. Networking activity is also integrated into the IMF's sectoral approach.

TRADE UNION RIGHTS AND CAMPAIGNS

In September 2009, the IMF created a special Trade Union Rights and Campaigns unit working on a concept of reacting in a quick and efficient manner to violations of trade union rights by companies or governments, and conducting campaigns to strengthen workers' rights in problem countries or companies.

The levels of IMF response stretched from protest letters and news stories on the web site to long-term campaigns concerning individual countries and full-fledged corporate campaigns against TNCs. In each case the IMF sought to mobilize affiliates, develop an appropriate communications strategy, and use different tools varying from union networks and IFAs to the International Labour Organization (ILO) conventions, the Organization for Economic Cooperation and Development (OECD) guidelines and others. The IMF worked in cooperation with other Global Union Federations (GUFs) and the International Trade Union Confederation (ITUC), and built alliances with NGOs when appropriate.

From 2009 to 2011 the IMF has organized a number of campaigns extending support to affiliates, trade union allies and activists with major activities against violations in Mexico, Colombia, Canada, India, Indonesia, Korea, the Philippines, Thailand, Turkey, Russia and the United States.

In Mexico the IMF held an intensive multi-GUF worldwide solidarity campaign in favour of independent trade unions in February 2011, affiliates from more than 30 countries participated.

UNION BUILDING AND ORGANIZING

Building strong national unions continues to be one of the main pillars of the IMF's work. Strong national unions deliver better wages and conditions for metalworkers around the globe, raising their political influence and ability to counter devastating effects of neoliberal policies such as the extension of precarious work in all IMF sectors. This has become one of the major challenges all trade unions face today. The IMF is convinced that timely and focused support to unions organising workers today, will contribute to building strong unions tomorrow.

IMF union building projects target three priority areas: organizing the unorganized & precarious workers, strengthening national union structures and networking in transnational corporations (TNCs) with a sectoral/regional focus.

In close coordination with affiliates, the IMF Regional offices play a critical role in identifying the strategic areas to concentrate efforts, and the implementation of all union building activities.

The IMF coordinated and collected information about the affiliates' bilateral activities, mapping out who is working where and disseminating information on the externally funded projects, in order to develop a dynamic union building network. Following affiliates wishes, the IMF also developed a virtual website database, enabling affiliates to record their project work and to find when and where activities take place.



In July, as MAS-DAF workers fight for reinstatement after being fired for joining the Turkish union, gendarmerie storm the rally and forcefully detain 12 workers and union leaders.

Photo: Birlesik

PRECARIOUS WORK

Following the successful Week of Action against precarious work in October 2009, during which 80 IMF affiliates in 50 countries held actions, the question of precarious work has been discussed at all regional and sub-regional meetings in 2010 and 2011 with the intention to further develop the IMF's strategy against precarious work.

The IMF has cooperated with other GUFs through the Council of Global Unions' Work Relationships Group. The group developed a set of draft Global Union Principles on Temporary Work Agencies. This document establishes a common trade union position on dealing with temporary work agencies, starting from the principle that the primary form of employment shall be permanent, open-ended and direct employment.

As a result of the union interventions by Global Unions including the IMF, the final versions of both the UN Human Rights Council's Guiding Principles for Business and Human Rights and the OECD's revised Guidelines for Multinational Enterprises (MNEs) set a much stronger framework for implementing the rights of precarious workers, including in supply chains.

Combating precarious work continues to be a major focus for action by IMF and its affiliates. Increasing pressure is being put on the ILO to support precarious workers through better implementation of labour standards, particularly the right to bargain collectively with the principal employer.

CLIMATE CHANGE AND SUSTAINABILITY

Based on a resolution adopted by the IMF Congress in Gothenburg, the IMF together with ICEM, the two European federations EMF and EMCEF promoted action on "Cutting emissions, transforming jobs: Working in green jobs for a secure future" at the United Nations meeting on climate change in Copenhagen in December 2009.

A section on climate change has been created on the IMF web site. At a joint IMF-ICEM-EMF-EMCEF meeting in Bad Orb, Germany in October 2009 the discussion focused on the Copenhagen process, sectoral concerns, sustainable job creation and green jobs, just transition and joint principles for future work.

Since 2009 the IMF has continued to promote industrial policies adopted in a series of climate change and sustainability conferences in order to achieve a fair, legally binding and comprehensive global agreement ensuring sustainable employment and just transition. The IMF has also extended support to regional studies/policies on the issues, especially in Africa and Asia.

SUSTAINABLE TRADE, EMPLOYMENT AND DEVELOPMENT

From 2009 to 2011 the IMF has focused on monitoring trade policies at the bilateral level with the close collaboration of affiliates, and has been actively involved in the bilateral and bi-regional assessment of the repercussions of Free Trade Agreements (FTAs) on jobs and development.

The regular annual IMF Working Party on Trade, Employment and Development focused its work on the social and economic impacts of FTAs and their potential challenge to worker solidarity.

In 2011 the Working Party on Trade Employment and Development in Geneva reiterated the strategic importance of keeping dialogue and exchanges between IMF affiliates of the different regions. IMF work at regional level has developed especially in Africa and India. The negotiations for a Trans-Pacific Partnership Agreement have been and continue to be followed with the involvement of affiliates in Asia-Pacific and Latin America.

In 2011 the IMF, in collaboration with the Trade Union Advisory Committee (TUAC), played a prominent role in debates around the update of the OECD Guidelines on Multinationals and bringing metalworkers' problems and interests to the forefront in the OECD debate around corporate responsibilities.

SECTORAL WORK

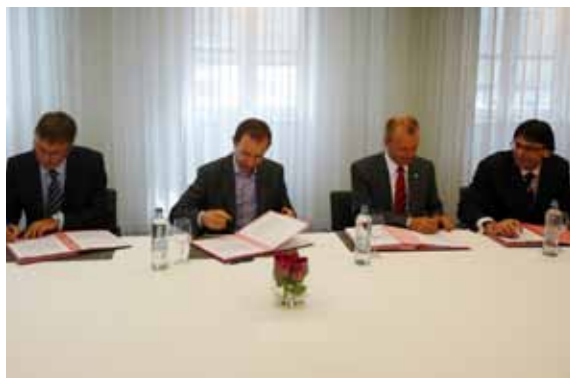
The IMF's approach within the Steel and Non-Ferrous sector has been to continue building networks in ArcelorMittal, Tata Steel, Tenaris, Gerdau and Alcoa. In addition to the networking activities The IMF has also continued to participate in the OECD Steel Committee demanding a more sustainable industry from Governments. The IMF has also held a joint meeting with the European Metalworkers' Federation (EMF) in order to develop a common approach.

The Joint Global Health Safety Committee in ArcelorMittal also published a review after three years since the global agreement was signed with management. While highlighting progress, the review also questions the introduction of behavioural based safety techniques, unions are against this. The review clearly states that until the company has zero fatalities the goal cannot be achieved.

In the Auto Sector the approach has been to use a range of different tools. As an example the IMF has, alongside the EMF, renegotiated and revised the IFA with Peugeot Citroen PSA. The new agreement includes new sections on the environment and provides for the creation of a new World Works Council (WWC) including representatives as full members from Brazil, Argentina, and also Russia.

A number of network meetings have taken place at the global and regional level in: Bosch, Daimler, Fiat/Chrysler, Ford, Hyundai/Kia, Mahle, Renault, Volkswagen, GM/Opel and Volvo. The IMF's priority has also been to assist the United Auto Workers' (UAW) in their efforts to organize workers in US transplants of Japanese, Korean and German companies.

In 2009 the IMF initiated work on collecting and sharing collective bargaining information in the aerospace industry in order to identify the core issues for bargaining in each country. In 2010 a major IMF conference of aerospace



In September the IMF and ICEM renew their global framework agreement with Umicore, the Brussels-based global materials technology group.

Photo: ICEM

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unions was held, which recommended the development of union networks in Boeing, Airbus, Rolls Royce and their suppliers.

Industrial developments, impacts of the economic crisis and the continuing rise of precarious work were the focus of the IMF's work in the sector of ICT, electrical and electronics. A strong emphasis was put on the need to overcome challenges to organizing, and threats to workers' rights.

In 2010 in the ICT, electrical and electronics sector, affiliates decided to define a list of priority companies where networks in TNCs and their supply chains could be developed. The companies are Siemens, IBM, Nokia, Philips and Hewlett Packard. Organizing attempts in the sector continue to face strong hostility, as was the case in India in disputes at Foxconn and BYD Electronics in 2010.

In January 2011, a significant victory was achieved in Malaysia when the newly registered Electronics Industry Workers' Union (Southern Region) successfully campaigned to secure union rights at ST Microelectronics in Muar, Malaysia.

With the same idea of building union networks in mechanical engineering one of the most significant developments has been the creation in 2010, of a Caterpillar trade union network aimed at promoting the exchange of information and developing joint action in support of workers' rights. The network is attracting interest outside the founding members, and efforts to include unions from emerging/developing countries have started showing some encouraging results.

In 2011 the IMF decided that future activities in the sector should focus on the sub-sectoral level, starting with machinery for construction and mining, and agricultural machinery. There are TNCs in these sub-sectors, such as John Deere, Case New Holland and Komatsu, and a potential for network development, building on the experience gained with the Caterpillar network.

After the global financial crisis, economic performance and employment in the shipbuilding sector have been heavily hit. The industry needs to achieve a fair, level playing field in order to create a sustainable industrial base. On the other hand, the volume of shipbreaking continues to increase massively at low-wage labour-intensive yards, which are usually unorganized. Many fatal accidents still occur in this sector all over the world, especially in Turkey (both in shipbuilding and shipbreaking) and in the South Asian region (in shipbreaking).

To render its work more effective and stronger the IMF has concentrated on the biggest concerns of the sector namely on health & safety, organizing issues and promoting sustainable and green industry. Part of this work was done jointly with EMF. The IMF intends to continue to reinforce this cooperation.

The IMF continues to reach out to organize workers, mainly in India, and in 2011 in Pakistan and Bangladesh. The work will now focus on linking shipbuilding and shipbreaking workers in order to seek strategic policy, making the shipbuilding/breaking industry fairer, safer, greener and more sustainable, also providing workers with the skills needed in the future.

For a number of years organizing non-manual workers was one of IMF priorities. In 2009 the IMF started mainstreaming non-manual workers' issues in all IMF activities and union-building projects. This work continued in 2010 with further focus in 2011, on organizing young non-manual workers, white-collar workers' and unions that are not yet members of the IMF.

IMF WORK IN REGIONS

The IMF advances its work in the regions following the sectoral priorities set out in the IMF Action Program. Immediately after the IMF Congress in 2009, at all regional and sub-regional meetings, affiliates were involved in discussing trade union rights campaigns, strategic organising, projects and developing the cooperation process leading to the creation of a new International organisation.

In Latin America and in the Caribbean region a substantial program of union building workshops and seminars is implemented in Peru, Chile and in particular Colombia, in order to bring IMF affiliates together to build strong and active national unions.

In Colombia, cooperation with ICEM affiliates has been a reality since 2010, and in Chile, two IMF affiliates have signed Memos of Understanding to merge in 2012. The IMF and ICEM have also been involved in joint campaigns in Chile, for the ratification of the ILO Convention 176 on health and safety in the mining sector. In Peru, a national union for subcontracted mining workers has been formed, with the first collective bargaining negotiations taking place in 2011.

Networking in "Multilatinas" (Latin American-based TNCs), is another joint IMF, ICEM and BWI activity aimed to develop regional union networks in priority companies. The companies selected are related in terms of their production chain, making them relevant for joint action and strategic networking. Organising networks for companies headquartered and operating in Latin America is a relatively new initiative for all 3 GUFs, creating expectations for future integration.

In Mexico, union building programs go hand in hand with the fight for freedom of association. In coordination with the Trínational Alliance formed in 2010 in Toronto, the IMF actively supports the struggle of a coalition of democratic unions against *contratos de protección* (employer protection contracts). After the strategic planning meetings held in 2011, the IMF is preparing a common union building programme to grow the Mexican democratic union's membership.



Delegates of the IMF international conference for shipbreaking workers visit the Mumbai shipbreaking yard. Delegates extended their solidarity to the shipbreaking workers.

Photo: IMF-SAO



The IMF shows solidarity with Mexican miners by taking to the streets of Mexico on May day.

Photo: IMF-LACRO



Key focus areas in Central and South Africa from 2009 to 2011 are organizing, union building, education, health and safety, HIV/AIDS and climate change.

In 2010 the office redesigned the regional printed and web based yearly publication Umoja.

The IMF encourages joint work between unions from South Africa, Zimbabwe and Tanzania around the company Metal Box/Nampak. Solidarity support was provided to NUMSA in South Africa and workers in Mozambique to resolve a conflict at BHP Billiton, as well as in a NUMSA's collective bargaining dispute and lock-out at Bridgestone in April 2010. Union building and gender projects are ongoing with SINTIME in Mozambique.

In Tanzania, while many unions in the region were experiencing a decline in membership, TUICO has been growing continuously. Thanks to the IMF union building project, TUICO reported 80 per cent growth in membership (now representing over 60'000 workers) with 30 per cent of women in leadership positions. The union produces its own educational material and now contributes 20 per cent of its budget to the education of its members. At national level, TUICO is recognized as a democratic and representative union, playing an important role in the main National Centre, as TUICO's president is currently the President of TUCTA (the National Centre).

the IMF helps SATU with skill development. The IMF is supporting NEWU and other unions in Zimbabwe to merge through an initiative of the ZCTU.

In 2011 the IMF participated in the World Social Forum in Senegal and in the ICEM Sub Saharan Regional Organisation Conference in Ghana.

The main focus of the IMF's work in Maghreb has been the strengthening of trade union organizing, particularly at local production sites and at supplier companies of TNCs. The IMF has also put efforts into educating women workers who represent a fast growing percentage of the workforce, and strengthening independent and democratic trade unions.

These activities were directed at particular companies signatories to IFAs with the IMF and made part of a four-year programme implemented with the support of Spanish ISCOD-UGT, and with the participation of IMF affiliates in Tunisia, Morocco, France, Germany, Italy and Spain.

In 2011 the unprecedented uprising in the countries of North Africa against undemocratic and repressive regimes has gone beyond all expectations and has been able to dismantle corrupt power systems that had been in place for decades. Workers have played and continue playing a key role in this democratic and peaceful movement that began in Tunisia and expanded to Egypt then further to other Arab countries. The IMF has rendered all possible support to the workers in their efforts on rebuilding the trade union movement in their countries with hope to establish freedom of association and build new democratic structures.

IMF activities in Eastern European countries, particularly Commonwealth of Independent States (CIS) were focused on organizing, union building, protection of trade union rights and development of communications to oppose the shift to a neo-liberal model in their countries.

The world financial and economic crisis had serious implications for trade unions of the region. Quite often the answer of the state authorities and employers to the crisis has been to increase pressure on workers and trade unions. In many cases interference of the state and employers with unions' internal affairs took place in Belarus, Kyrgyzstan, Kazakhstan, Russia, Ukraine and other countries.

In January, Russian national centres VKT and KTR, with the support of the FNPR confederation lodged a complaint to the ILO about extensive and systematic violations of freedom of association in Russia. The IMF supported this complaint.

In carrying out the work in South-East Europe the IMF has cooperated a lot with the European Metalworkers' Federation (EMF). Efforts are being made on both sides to synchronize activities.

The priorities for many unions include development of training programmes, improved collective bargaining, social dialogue, occupational health and safety, organizing and the strengthening of trade union structures. From 2009 to 2011 the IMF helped affiliates to build up their capacity in these areas through various workshops and projects.

In 2010, as part of its cooperation with other GUFs, the IMF joined the multi-union two-year project on organizational development in South-East Europe that is partly sponsored by FNV Netherlands. In addition to the ICEM, the IUF and



IMF joins with other GUFs in a demonstration outside the Egyptian mission in Geneva as part of the ITUC's Global Day of Action in support of democracy in Egypt.

Photo: UNI Global Union



In 2011 the office continued to foster cooperation between two metal unions in Angola. In Zambia, the training of shop stewards and women workers is ongoing. A series of missions were undertaken to Guinea, Nigeria and Liberia to explore union building opportunities.

The IMF has extended support to the pro-democracy struggle in Swaziland where NUMSA, with support of

the IMF, two European federations (EFFAT and EMCEF) and the IMF's Austrian affiliate PRO-GE are also providing financial and technical support. The overall objective is to strengthen union structures and promote regional sectoral cooperation and training. The project is generating a lot of interest among affiliates and has started to produce positive developments.

In South Asia the IMF centred its work around development of collective bargaining, enhancing women's participation, union building, organizing of EPZ workers, precarious work, health and safety, union networking, improving solidarity and climate change.

In June 2011, the ongoing India Steel Organizing Project reported 15'000 workers recruited in three states and in the Shipbreaking Project in Mumbai and Alang over 10'500 workers are now proud union members. Also in 2011, the shipbreaking project was extended to Bangladesh and Pakistan, aiming to create a regional network of shipbreaking workers.

A number of trade union rights campaigns have been coordinated from India office, including at Bosch, Nokia, Foxconn and BYD Electronics, Maruti Suzuki and others.

In 2011 the IMF continued implementing activities to raise awareness among affiliates, of the urgent need to organize and build strong national union structures, a national union building strategy was developed in Nepal.

To improve communications and information exchange in the region, in 2011, the IMF office in India launched a new magazine publication Metal-Asia Pacific. Initially designed for one region this publication was extended to the whole of Asia and the Pacific. The publication is available both in print and in electronic form on the IMF website.

The period from 2009 to 2011 in the East & Southeast Asia and the Pacific region has been marked with a number of serious struggles of workers for their rights, starting with a global campaign to fight for the unconditional reinstatement of more than 700 workers who were dismissed by Toshiba in Indonesia in 2009. The same year in June about 900 workers at the Kawasaki Motors plant in Thailand went on strike after the management unilaterally changed working hours and then sacked all the 11 shop stewards who opposed the change. In Malaysia workers fought for recognition of their unions at Bosch plants.

In February 2010 the IMF organized a fact finding mission to the Philippines, subsequently two new affiliates joined the IMF family.

Active organizing and building regional solidarity remains a fundamental aspect of the IMF's commitment and work

in the region. A regional strategy workshop was held in 2010 to engage affiliates from Indonesia, Thailand, the Philippines and Vietnam to develop sustainable organizing projects and build a strong regional network of metalworkers' unions. Indonesia started with organizing drives to recruit around 5000 members in 2011, other organizing projects are in discussion with IMF affiliates.

Precarious work has been high on the union agenda in the region. Mass street demonstration and rallies to demand the eradication of precarious work that systematically erodes permanent gainful employment were held each year.

IMF COMMUNICATIONS

From 2009 to 2011, the IMF promoted activities organized both by the IMF and affiliates, reporting on workers' struggles across the globe. The reports published on the IMF website and in the IMF magazine Metal World, primarily focus on union building, collective bargaining, trade union rights, TNCs and trade union networks, climate change and sustainable development.

In addition to the traditional channels (website, newsletters and printed publications) the IMF tried and mastered some new fields, particularly in 2010 by starting regular updates on Facebook and in Twitter and in 2011 launching IMF-TV, which is based on a YouTube platform for video messaging. The IMF also actively cooperates with union labour news network website LabourStart. All the regions developed their publications.

In 2009 the IMF jointly with the EMF, had a joint Global Communicators' Forum in Frankfurt. The IMF also cooperated with Global Union Federations and the ITUC within the GUFs Communications Task Force.

Since 2010 the IMF has focused on the development of communications in the regions and held communicators' forums in all the regions.

Two global Labour Film Shorts festivals have been organized in Geneva in 2009 and 2010 and a DVD was compiled with the selection of labour films in 2011 and launched at the EMF Congress in Berlin.

In 2011 the IMF jointly with ICEM and ITGLWF started a quarterly newsletter Stronger Together. The newsletter has reported on ongoing joint activities and the process of creating a new global International of industrial workers. At the same time the three federations started reviewing their existing capacities and began preparing for the development of joint communications.



IMF-ICEM-ITGLWF taskforce meeting in Japan, February 2011.

Photo: IMF-JC