



INDUSTRIALL MECHANICAL ENGINEERING WORLD CONFERENCE

MAKING THE FUTURE:

GREENTECH AND DIGITALIZATION
IN MECHANICAL ENGINEERING

11-13 September 2019
Stuttgart, Germany



Action Plan

Adopted unanimously in Stuttgart, 12 September 2019

Since the last IndustriALL Global Union World Mechanical Engineering Conference that took place in November 2015 in Bern, Switzerland, the world has witnessed some dramatic changes.

- Political far-right movements have come to power in many countries of the world. This is a burden for democratic progress worldwide and hampers any positive development for the global workforce. Right-wing governments never act in favour of the working class, despite what their party leaders say. They always and without exception weaken labour and trade union rights in order to create economic advantage for “their” capital.
- Global warming and the discussions around the necessary CO₂ reductions have mobilized a whole generation that fears for their future and demands a drastic change in climate policy which also requires a drastic change in our industries. Reduction goals for CO₂ emissions are a big challenge for many industries. Global warming is but one element of environmental risk where mechanical engineering industries can deliver solutions. This includes better technical solutions, new products and also better working conditions, namely in resource saving production processes, efficiency progress, new and “greener” technologies and processes and tools for renewable and green/er energy generation.
- Technological developments have gained momentum and for the first time in the history of mankind, technological progress seems to have overtaken social progress. That has a profound impact on society and economy. Industrial production is changing with enormous speed. Digitalization is transforming not only the industrial setting but also the whole system of relations between producer, service provider, supplier and customer. This requires new skills and tools. Also, new ethical discussions are needed about the ways of using artificial intelligence and moral categories in autonomous operating products. Mechanical Engineering, being driven (processes) and driver (products) in this development is at the core of these developments.
- Multinational corporations (MNCs) are going through mergers, restructurings, divestments and splits, representing a challenge for the labour movement globally. Sectorial borders don't matter for these MNC's. Trade unions have the difficult task of safeguarding workers' interests in this process. Global Framework Agreements, social dialogue and campaigns are the main tools at the global level. This goes especially for mechanical engineering companies.
- Workers' and trade union rights are under pressure in this socio-economic and political environment. The general trend for decades has been that the rich get richer while the poor get poorer. Wealth inequality in the developed countries is today higher than in 1913.¹ The labour movement must help turn the tide.
- Ongoing trade wars and conflicts (China-USA, Brexit) due to weakened coordination by global institutions (WTO) create insecurity and have a negative impact on the economy and thus employment in the sector
- This is fertile soil for rising nationalism, racism, fear and hate. Trade unions have always been on the forefront of fighting these anti-values, but recent developments make this fight even harder than in the past.

This is why global unionism is a core asset of the labour movement. Only global unions can organize cooperation between trade unions with different heritage, culture, power and means. This makes IndustriALL Global Union a major asset for its affiliates.

IndustriALL works to achieve its purpose through the following five strategic goals:

- Defend workers' rights
- Build union power
- Confront global capital
- Fight precarious work

¹ Thomas Piketty, Capital in the Twenty-First Century

- Promote sustainable industrial policy.

In this framework, the following elements are proposed as the main elements for the Action Plan for the Mechanical Engineering sector in the coming years:

Having met on 11-12 September 2019 in Stuttgart, Germany, comprising 86 delegates from 19 countries from each continent of the world;

Having considered IndustriALL Global Union's five strategic objectives and goals endorsed by its 2016 Congress in Rio de Janeiro;

The World Conference for the Mechanical Engineering adopts the following points as its Plan of Action to address the challenges in the industry;

The strategic goals of IndustriALL Global Unions are translated into activities in the following way for the Mechanical Engineering sector, including the sector leadership and the IndustriALL staff:

1. Effectively promote international solidarity and cooperation among workers in multinational corporations, including their supply chains:
 - Work with existing and create new trade union networks; whether in subsectors or in companies; wherever possible, including workers at suppliers and contractors;
 - Establish links between trade union networks, world union councils and global framework agreements as well as other means of dialogue.
 - Strengthen global solidarity and launch campaigns where necessary.
2. Fight against precarious work in all its forms:
 - Limit the use of precarious work as much as possible; integrate the whole supply chain into our efforts through organizing and collective bargaining processes;
 - Use the activities of 7 October (World Day for Decent Work) and of IndustriALL to promote activities in MNCs in the Mechanical Engineering sector.
3. Support and reinforce organizing efforts and activities of affiliates in multinational corporations, including their supply chains:
 - Create and use training tools and other means for organizing as well as solidarity actions for the unions willing to use global tools (i.e. GFAs, union networks);
 - Conduct an exchange of best practices, exchanging knowledge and experience.
4. Inclusive approach regarding women and young workers:
 - Integrate more women and young people into our sectorial work (at sectorial, subsectorial and company level);
 - Encourage and support women to take over leadership positions at the workplace and in trade unions;
 - Raise awareness among our affiliates;
 - Work on women-specific issues (i.e. equal pay) in order to be cognizant of the day-to-day experience of potential female members.
 - Promote and be active in the 8 March activities (International Women's Day)
5. Intensify and improve the work on MNCs in a strategic manner:
 - Strengthen global union networks and GFAs, in order to enhance trade union presence and power in the MNCs;
 - Strive for new GFAs and social dialogue structures (i.e. World Union Councils or World Works Councils) where they do not yet exist in Mechanical Engineering
 - Campaigning, organizing and recruiting in the MNCs in our sector;
 - Combine GFAs, social dialogue, trade union networks and where possible campaigns in a holistic strategic approach;

- Raise awareness about occupational safety and health matters to improve workers' safety and to facilitate organizing.
6. Promotion of a sustainable industrial policy in the Mechanical Engineering sector:
- Work on the subject of Industry 4.0 and digitalization to safeguard working opportunities and working conditions in a changing world of Mechanical Engineering;
 - Integrate Green Tech, with a special view to renewable energy generation in our organizing efforts, to ensure that “green jobs” are also “good jobs”; this includes technologies such as carbon capture.
 - Mitigate effects on workers of digitalization of the industry, and ensure a Just Transition to a sustainable industry;
 - Work on health and safety, with a special focus on the consequences of data collection and human-machinery interfaces in production processes.

Proposed Activities for the period of 2020-21-22-23:

2020

- Beginning of new working cycle to put the Action Plan into practice.
- Closer link with European activities and projects, improve coordination with industriAll Europe
- Continue with already existing global company networks and World Union Councils
 - Company networks in the sector (those that already exist plus new ones where possible)
 - Sub-sectorial networks (i.e. lifts and escalators; construction, mining and agricultural machinery)
- Seek improvement for cooperation with European Works Councils in Mechanical Engineering as a means for setting up networks and relations throughout the different regions
- Sub-sectorial coordination with respect to
 - Green Tech
 - Renewable energy generation equipment
 - Industry 4.0/digitization
 - joint activities > ways to Just Transition
- Work on women and young workers' specific issues in the sector – better integration and promotion of women and youth.
- Utilize Global Days of Action, i.e. occupational safety and health actions (28 April) as well as Decent Work Activities (7 October) and the International Women's Day (8 March)
- Develop and offer joint trainings and activities for affiliates in developing regions

2021

- Follow strategic decisions and Action Plan – focus on a limited number of MNCs and regions (see above)
- Take 2020 Congress decisions into account and transfer decisions into work in the mechanical engineering sector
- Organize activities/training together with affiliates
- Fight against precarious work

2022

- Continue with global and regional activities from previous years
- Efforts and results: Justifiable for planning and steering/control process

2023

- Evaluate achievements, success stories, failures and lessons learned
- Develop proposals for the next Congress period
 - Action plan for the sector

- Discussion and development of political and socio-economic guidelines for the Mechanical Engineering sector