



IndustriALL Global Union's World Conference for the Energy Industries

10-11 April 2014, Madrid, Spain

Plan of Action

Preamble

Recognising the unique situation of IndustriALL as the global union representing workers in all forms of energy production as well as industrial workers throughout energy intensive industries and energy users, we have both the ability and obligation to develop progressive energy policies that fully take into account the interests of workers faced with rapid change in national energy policies and structures, and ensure change is managed through a process of "Just Transition." Only this way can we promote a proactive energy policy that establishes security and sustainability as the foundations of industrial policy worldwide.

IndustriALL recognizes that countries will take different decisions regarding their overall energy mix largely based on indigenous national resources, security of supply and national circumstances. IndustriALL supports countries developing a balanced energy mix through democratic discussions in the countries concerned and accept that the energy mix will vary greatly country by country and that some countries may wish to have a nuclear energy component within their national energy mix.

Building Union Power

IndustriALL will strongly focus on support to union organizing drives by affiliates in the sector.

IndustriALL will continue to emphasise building solidarity between unions in countries that export and import energy as well as between unions representing workers in energy production and distribution and those representing workers in energy intensive processes and industries. IndustriALL will work with other global unions to advance alliances between energy and transport workers.

Confronting Global Capital

IndustriALL will give full support to affiliates fighting back against further liberalization and deregulation of energy markets.

IndustriALL will prioritise the building of new company networks, especially in multinational companies where we have Global Framework Agreements, as well as strengthening the networks that presently exist. IndustriALL will continue to support the creation and strengthening of industrial networks at regional and sub-regional levels, particularly in the electric power and oil and gas sectors

IndustriALL will strengthen and enhance its capacity to mount effective campaigns in support of affiliated trade unions faced with attacks by governments and employers, particularly in Colombia, Mexico, Iraq, Egypt and with a further focus on the MENA region as a whole where in many countries the early promise of democratization in the Arab Spring has been met by renewed pressures and repression.

IndustriALL will continue to focus on both negotiating new Global Framework Agreements and improving both the content and the monitoring of existing agreements to ensure that they are inclusive and enforceable. Attempts will be made to include regular company supported and financed network meetings involving our affiliates in significant subsidiaries of the company globally within these agreements. IndustriALL will prioritise the use of GFAs to support organizing drives by affiliate trade unions in unorganized operations of the company concerned.

Defend workers' rights

IndustriALL will strengthen its capacity to mount effective and comprehensive campaigns, including corporate campaigns, in support of affiliates under attack by either employers or government. IndustriALL will make full use of communications technology and modern social media tools in these campaigns.

IndustriALL will, where appropriate, make full use of access to UN specialised agencies and other intergovernmental organisations to ensure international standards including ILO Conventions and the OECD Guidelines on Multinational Companies are rigorously applied by energy industry employers.

Support and solidarity will be sought throughout the value chain which will on some occasions necessitate joint work with other Global Union Federations, especially PSI and ITF.

Gender balance and promotion

All workers should enjoy equal rights. Yet female and young workers remain subject to discrimination resulting in many being denied their fundamental rights. IndustriALL fights their discrimination at work by promoting their fairer and stronger participation in trade unions.

IndustriALL will work to:

- Remove barriers to women to enable them to have better representation as workers in the energy industry

- Encourage trades and technical training for women in the energy industry.

Fight precarious work

Precarious work is a serious threat to the rights, living standards and health and safety of workers in the energy sector. The IndustriALL global campaign against precarious work is strongly supported by affiliated unions in the energy industries (this follows extensive detailed debate at the World Energy Conference). IndustriALL Global Union, with the help of affiliated energy trade unions, will analyse the extent and type of precarious work in the energy industries, as well as the level of worker exploitation, before expanding the campaign throughout the global energy industries.

It is essential that IndustriALL and its affiliates fight legislation that expands precarious work and mobilize in support of secure employment with good pay and working conditions.

IndustriALL affiliated unions in the energy industries are strongly encouraged to rally members on 7 October 2014, World Day for Decent Work, and build the campaign against precarious work.

Ensure sustainable industrial employment

IndustriALL will raise awareness in all unions in the sectors to discuss sustainability issues and assist in the development of policies and programs to ensure effective trade union pressures towards sustainable industrial employment.

A sustainable energy sector together with a strong manufacturing base dependent on it requires an assured and continuous supply of energy as well as price stability.

IndustriALL will also focus on the social and environmental effects of energy, including social costs and benefits.

IndustriALL will continue to facilitate inclusive regional and sectoral discussions regarding future energy policies as part of a Just Transition.

Health and Safety

IndustriALL Global Union, with its affiliates, will:

- seek to strengthen legislation, regulations, and standards that are absent, obsolete, or have been compromised by the drive towards privatization and deregulation. For the energy industries in particular, best practices such as Process Safety Management should be enshrined in law. Better laws and standards must be complemented with effective inspection and enforcement. The guiding principle of the legislative/regulatory and enforcement framework must be the complete protection of workers.

- build strong systems of internal responsibility in workplaces, based on workers' right to:
- refuse to perform unsafe work, and to shut down unsafe work;
- participate in incident investigations, risk assessments, and the design and implementation of health and safety policies, programmes and procedures;
- receive information, training and education about all of the hazards of their work and how to protect their health and safety while working.

Through this above Action Plan IndustriALL hopes to ensure a central role in society for Sustainable, Social and Safe Energy as a cornerstone of global economic policy.