



industrialAll

EUROPEAN TRADE UNION

industrialall-europe.eu

Progress report November 2019

- **1. Phase 2016-2018:**
- **Conferences and workshops**
 - September 2017: Transnational conference "United and Stronger Together: Transnational Worker Participation – Building Stronger Unions"
 - November 2017: BTUP workshop on "Exchanging best practices on organising"
 - January 2018: Workshop on "Company policy and European Works Councils as an instrument for building trade union power"
- **Organising activities:**
 - 2017-2018 - transnational organising at the company level – preparation and collection of fact sheets on potential target companies
 - Cooperation and success in organising within companies: Safran (FR-CZ), Alfa Laval (SE-PL).
- **EU Projects:**
 - Capacity building: Strengthening trade unions deal with industrial policy in South-East Europe – with EFFAT
 - Collective bargaining: providing knowledge for affiliates to defend collective bargaining
 - Start of "Strengthening industrial relations and improving wages in South-East European garment and footwear industries" EU-Project

Textile, Garment and Footwear industry organising project in South-East Europe

- Start: mapping of union situation and brand presence with special focus on GFA and ACT brands
- Six national seminars (Bulgaria-Romania-Serbia-Croatia-N.Macedonia-Albania-Bosnia-Hercegovina)
 - Analyse **detailed mappings, Training on organising**, use of GFAs and ACT philosophy and work on **organising plans**
 - **Interaction** with brands, employer associations, governments, NGOs
- Follow-up in each country: organising plans and actions
- Project conference in November 2019
 - more than 100 participants
 - strong participation of national/European employers organisation and brands



First results

- More than **6,500 new members** organised in 2018-19:
 - Albania 2122 (Light Industry Workers-KSSH, SPILT-BSPSH)
 - Bulgaria 522 (FOSIL-CITUB, FLI-Podkrepa)
 - Croatia 259 (TOKG)
 - N Macedonia 458 (STKC)
 - Romania 200 (Uniconf, Confpeltex, IndustriAll-BNS)
 - Serbia 3016 (STKOS, IER Nezavisnost, ISS)
- **36 new company level CBAs**
- **1 new sectoral collective agreement** in Bulgaria
- Talks launched on **sectoral CBAs** in Albania and Croatia

- Problems with job losses and fee collection
- Organising still needs to become more strategic
- Implementation continues in coming years



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Second Phase 2019

- **Training and workshops on organising**
 - January: for EWC members and coordinators together with the ETUI.
 - March: in Hungary for Executive Committee members of the Chemical Workers Union VDSZ, together with IGBCE.
 - September: for youth leaders in cooperation with ETUI on organising principles, initiatives and best practices to organise young workers.
 - September: a seminar with AMCOR trade union in the Czech Republic
 - October: for textile sector affiliates from Albania, Bosnia-Herzegovina, Bulgaria, Croatia, Montenegro, Romania and Serbia, in cooperation ACV-CSC METEA.
 - October: for all affiliates in Bosnia-Herzegovina.
 - October: for plant level unions of OS KOVO in the Czech Republic.

First results: in all trainings, participants developed own action plans for organising

- **Organising activities:** since September preparation of a plant level organising campaign with OS KOVO in the Czech Republic

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Next steps in 2020

- February: publication of a a training manual, focus on organising methodologies and techniques, best practices, guidance to EWC members. The manual will be adaptable so affiliates may use it in their own training.
- March: industriAll Europe with IG Metall, UNI Europa and ETUI “United and Stronger Together 2.0 – Transnational strategies for Building Trade Union Power” in Berlin.
- Building a platform on our website to present best practices on organising from our affiliates, to provide a constant flow of articles on ongoing organising campaigns and results.
- Support to organising TCLF industries in South-East Europe continues