

Strategic Plan

2021 - 2023

Implementation Report





Introduction

In June 2021, our federation set out to give industrial workers a strong voice in building a recovery from the severe social and economic disruption, and deep global recession, caused by the COVID-19 pandemic.

The global pandemic had forced us to postpone our regular Congress, scheduled for May 2020, and hold an online Congress one year later.

Instead of a work programme covering the four years up to the next Congress, a strategic plan setting out political priorities for two years was agreed in the face of the great uncertainties the world and the workers in the industries we represent were confronting at that moment. This document reports on the implementation of the strategic priorities agreed by Congress in 2021, which placed industrial and social recovery from this crisis at the heart of planned actions and activities.

The context

The scale of the challenge we have faced since our last Congress, and continue to face, is enormous. Not only have our manufacturing, energy and mining sectors had to recover from the disruption of the global pandemic, they must also rapidly reduce their greenhouse gas emissions to net zero by 2050, while managing a profound digital transformation.

A brutal war in Ukraine, the energy price and cost of living crises have accelerated the pace of change and exacerbated socio-economic inequalities. They have hindered the longed-for upswing and recovery following the pandemic. Supply shortages have added further pressure, potentially threatening industries and decarbonisation efforts alike, and raising questions about energy and commodity security and import independence.

We have seen the cost of living spiral across Europe, creating an economic and social crisis the likes of which many Europeans have never faced in their lifetimes. Inflation has soared across the continent, fuelled by huge increases in the price of fuel, food and basic goods. As a result, workers' purchasing power has been severely eroded.

Another key challenge we have faced is that of skilled labour. Attracting and retaining workers in changing industries proved to be a major challenge for recovery and for managing the twin transition.

A strategic plan setting out political priorities was agreed in the face of the great uncertainties the world and the workers in the industries we represent were confronting.

A new way of working

Key objectives for the first two years of the current mandate have been to break down working silos in our federation, to be flexible, responsive and resilient in the face of crisis, to show solidarity and to maintain unity in turbulent times.

A newly elected leadership had to come together as a team. Barriers between work areas had to be broken down. We organised our work around five strategic priorities and aligned our activities and work in committees, networks and projects around these priorities. We succeeded in creating new links and synergies between our work areas and continued to build a European federation that is well equipped to be a strong voice for industrial workers in Europe.

All of this has been achieved in difficult circumstances that have prevented us from meeting one another in person for much of the time. And yet, international trade union work is based on human connections, on dialogue and debates, on building links, unity and solidarity.



A new leadership team

As we have adapted to new ways of living and working, we have managed to create new channels of communication and a solid platform for workers' voices to be heard across Europe. Looking ahead, our federation will now focus on building and strengthening its membership base. We need to mobilise our members into action and reach out to new members.

We count on your commitment and engagement in our joint actions and work! We need to show everyone that there's power in a union. Last but not least: a huge thank you to all the staff of industriAll Europe who have worked hard to make all this happen. Together with you, our affiliates, we are making industriAll Europe a strong and powerful European federation.



Luc Triangle
General Secretary



Isabelle Barthès
Deputy General Secretary



Judith Kirton-Darling
Deputy General Secretary

The background features a light blue gradient with a large, thin white circle on the left and a smaller, solid dark blue circle on the bottom right. A diagonal line of fine, light blue parallel lines runs from the bottom left towards the top right.

5 priorities





1 A strong voice for workers needs strong unions at work

Trade union power is a basic prerequisite for effective collective bargaining and participation in social dialogue. Strong trade unions are the basis for defending workers' interests and giving them a voice in the political arena and in society.

Our organisation therefore invested heavily in **building trade union power**. We launched a new campaign aimed at building our membership base and improving industrial relations tools at company and industry sector level.

We organised a variety of training in organising, based on the principles defined in the 'IndustriAll Europe [organising programme](#)'. We trained lead organisers and union officials in our member organisations as well as young trade unionists. We can report measurable success. A training in Serbia (Vranjaska Banja), for example, resulted in 335 new recruitments in the three months following the training and, following consultations with the textile, leather, footwear and rubber trade union STKOG in Bosnia and Herzegovina, 45 members formed a new union at company level.



IndustriAll Europe organisers. Clockwise starting at 1 o'clock: Justyna Kopa (OPZZ Metalowców - Poland), Marek Jedrzejuk (OPZZ Metalowców - Poland), Jaromír VALEŠ (OS KOVO - Czech Republic), Gabriel Tóth (OZ KOVO - Slovakia), Dalibor Antanasijevic (Serbia), Ildikó Krén (industriAll Europe), Eszter Turai (BDSZ – Hungary).

We have established 'Building Trade Union Power' as a service to our members, providing practical guidance - such as [organising basics for European Works Councils](#), presenting our organising programme at European and affiliate events, and offering our expertise on demand. We have actively supported cross-border cooperation of affiliates in the field of organising (e.g. the joint organising project of UNIONEN (SE) and STKOG (BiH) for the KAVAT company or the organising initiative supported by IG Metall, in cooperation with our sister organisation industriALL Global Union, for the Romanian company Star Transmission).

Our newly launched ‘Building Trade Union Capacity For Recovery’ project will support affiliates in Central, Eastern and South-Eastern Europe (Poland, Czech Republic, Slovakia, Hungary and Serbia) to build their capacity to strengthen and retain members during industrial change. The project has funded and recruited 5 national and 2 local new organisers in these regions.

Social dialogue, collective bargaining and worker participation played a key role in managing the crisis caused by the pandemic, in promoting recovery and in supporting a Just Transition.

We also put focus on the sector level. In a [project](#) jointly executed by the textile, clothing, leather and footwear (TCLF) network and our BTUP Task Force, we developed action plans for improving social dialogue, collective bargaining and building union power in the TCLF industries in five Southeast European countries: Bulgaria, Croatia, North Macedonia, Romania and Serbia. Particular attention was paid to building trade union power and promoting decent jobs and workers’ rights in sectors with low collective bargaining coverage and in emerging new industries due to digitalisation and the greening of industries. Activities focused on the renewable energy sector (discussions with Polish trade unions on the Polish offshore wind strategy are underway). Supporting affiliates in recruiting white-collar workers, collecting good practices and developing strategies for reaching out to remote and teleworking workers were recurring themes in our white-collar working group.

Social dialogue, collective bargaining and worker participation played a key role in managing the crisis caused by the pandemic, in promoting recovery and in supporting a Just Transition. They became increasingly important, and their contribution was more widely recognised by politicians and employers.

At the first Executive Committee meeting after the Congress, where many delegates stressed the need to mobilise on this issue, a [political platform](#) was adopted for a Just Transition campaign for workers affected by European climate policies, in particular the European Green Deal. A key part of our campaign focused on the link between well-functioning industrial relations systems and achieving a Just Transition. For this reason, a joint collective bargaining/decarbonisation project delivered [seven regional workshops](#) exploring the conditions for delivering just green and digital transitions. Sectoral and cross-sectoral social dialogue, collective bargaining based on strong trade unions and robust industrial relations were confirmed as key requirements. The evidence gathered in the regional workshops on how trade unions are engaging in the anticipation and management of change to shape Just Transitions, fed into our [Just Transition manifesto](#).

Managing successful green and digital transitions through social dialogue featured high in discussions with employers and industry associations in the sectoral social dialogue committees (SSDCs) that IndustriAll Europe is part of. Joint statements to that effect were concluded in the [SSDC shipbuilding](#), [SSDC TCLF](#) and the [SSDC electricity](#). Negotiations on a Just Transition Pathway for the gas sector, including a binding social partner agreement with Eurogas, are underway. A joint workshop with the metal sector employers’ organisation [CEEMET](#) on the social dimension of the Green Deal was also organised.

IndustriAll Europe and its affiliates directed much of their efforts on **strengthening and rebuilding collective bargaining systems and defending the autonomy of social partners at all levels**. At European level, IndustriAll Europe participated in the review of the sectoral social dialogue. In close coordination with our fellow European Trade Union Federations (ETUFs), we insisted that the European Commission continues to give financial and logistic support for sectoral social dialogue.



Just Transition roundtable, Bucharest, March 2022

With our campaign [Together. In Action. For Higher Wages](#), we collectively called for wages to be raised in line with inflation and productivity gains. We also called for anti-crisis measures, as public support measures were urgently needed alongside wage policy to tackle the root causes of the cost of living crisis. The campaign was a highlight in supporting affiliates' mobilisations and negotiations for higher wages and stable purchasing power to counter the cost of living crisis. Promoting sectoral bargaining so that workers can win better pay was a key demand of the campaign. At our [Collective Bargaining Conference](#) on 2 and 3 February 2023 in Milan, affiliates pledged to step up their coordination of collective bargaining at European level and build their capacity to mobilise.



Throughout, and more specifically in our collective bargaining and Just Transition campaigns, industriAll Europe fought for more political support for collective bargaining at European and national level, including the right to sectoral bargaining in countries where there are restrictions.



Workers' voices have been heard and we have seen important shifts in opinion and policy regarding the revival of collective bargaining and the need to fight wage erosion. The most significant practical result of this paradigm shift is the adoption of the European Minimum Wage Directive, which obliges countries with collective bargaining coverage below 80 per cent to propose corrective measures. This is a unique opportunity to build stronger collective bargaining and trade union power throughout Europe. In addition, the European Commission has proposed a Council Recommendation, which sets out how EU countries can further strengthen social dialogue and collective bargaining at national level.

The Commission also presented a Communication on reinforcing and promoting social dialogue at EU level. We are committed to use the momentum to fight for stronger sectoral bargaining systems, to fight union busting and to strengthen trade union rights.

In the reporting period, industriAll Europe has further strengthened its role as a **central support, coordination and contact point** for its members regarding **European Works Councils (EWCs) and SE Works Councils**. We have continuously supported the establishment of new EWCs and employee involvement in SEs by providing support for negotiations and daily advice for trade union officers acting as experts in special negotiating bodies. We closely followed and supported EWC/SE negotiations in some 85 multinational companies. In cooperation with the European Trade Union Institute (ETUI) we organised two training events and we participated in training organised by affiliates. In this way we help our members achieve high-quality agreements.

Our **company policy database** has been updated and improved. It is a unique tool that provides up-to-date information on developments and activities related to the exercise of information, consultation and participation rights in multinational companies in the sectors covered by industriAll Europe. With information on ongoing negotiations or preparations for the setting up of EWCs or SE-Works Councils and providing contact details for activists in our EWC/SE community (trade union experts, coordinators), it is an invaluable practical support for cross-border trade union work and building trade union power within multinational companies.



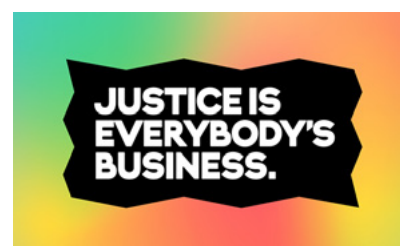
We have also invested in new tools to better equip trade union representatives in multinational companies, EWC and SE-WC members handling issues related to their practical work.

We have produced **new, practical recommendations**, including on: [adaptations to the EWC following changes to the company structure](#); dealing with [company-related issues related to the war in Ukraine](#) (this is a joint recommendation of the European Trade Union Federations); [building trade union membership](#); [new EWC meeting formats post-Covid](#); promoting a [Just Transition for workers in multinational companies](#); promoting [equal opportunities, diversity and non-discrimination](#) and [implementing AI systems at the workplace](#). In cooperation with the ETUFs, we are currently developing a new online interactive tool for European workers representatives with information and guidance for workers' representatives confronted with restructuring. We continue to provide advice and practical support to the coordinators appointed by the industriAll Europe Executive Committee to assist EWCs and SE Works Councils. A special 'industriAll Europe coordinator' logo has been created to promote a sense of belonging to a coordinated community.

Whenever possible, and at the request of our affiliates, we set up ad-hoc trade union coordination groups to develop a common trade union position in cases of transnational restructuring, including those involving massive job cuts. During the reporting period we set up coordination groups for IBM, Bosch, Bouygues/Equans, Novartis, DXC (jointly with UNI Europa), Saica + DS Smith + Smurfit Kappa (with UNI Europa), Stellantis and Wärtsilä. We also helped to coordinate joint trade union responses to restructuring in a number of additional companies (GKN, AGC Glass, GFG Alliance, General Electric, Vallourec, ArcelorMittal, Whirlpool, Alstom, VPK, and others).

Building strong trade unions and **building more democracy at the workplace** in companies that act in the common interest of workers and society go hand in hand. They represent a European model of corporate governance that we aspire to.

In close cooperation with the ETUFs and ETUC, we have therefore lobbied the European Parliament and the European Commission intensively for a stronger EWC Directive, calling in particular for better compliance with and enforcement of existing EWC rights. Support has been given to national affiliates – notably SIPTU in Ireland and the Finnish trade unions – which have challenged the incorrect transposition of the EWC Directive in their country by lodging formal complaints with the European Commission. The work started by the ETUC in compiling an overview of how SNBs or EWCs can go to court if their rights are violated in different countries is useful in this context. Furthermore, we worked closely with the ETUC and ETUI for stronger EU rules promoting sustainable corporate governance, including clear non-financial reporting standards and an EU directive on human rights due diligence. We have joined a coalition of civil society and trade union organisations in the '[Justice is Everybody's Business](#)' campaign to close the loopholes in the proposed EU legislation. It is our common aim to hold businesses accountable throughout their value chains for their impact on people and the planet, to promote collective bargaining and to give workers representatives a say in business conduct.





2 A strong voice for workers to deliver good jobs in strong and sustainable European industries

Developing smart, clean and innovative industrial activities in Europe is key to promoting economic growth, creating added value for society, supporting productivity growth and quality jobs for industrial workers. Workers' voice in steering industrial policy is essential to ensure that good industrial jobs are created, transformed and maintained. We made sure that the voice of workers was heard.

The period under review was marked by exceptional challenges for European industry. Having set out in 2021 to build a 'recovery for all' from the economic shock of the global pandemic, which brought economies to a standstill and exposed the inherent weaknesses of extended global value chains, we were soon faced with a brutal war in Europe. The ongoing war in Ukraine and related economic sanctions further disrupted the supply of components and raw materials to our industries. They sent energy prices soaring, affecting energy security and driving inflation to record levels. At the same time, we faced the colossal challenge of the twin digital and green transformations of our industries.

Key objectives that guided our efforts to promote a strong and sustainable industrial strategy for Europe therefore included the need for greater strategic autonomy of European industry, mobilising public support for an inclusive economic recovery from the pandemic, and delivering a Just Transition for workers impacted by the green and digital transformation of industries.

Workers' voice in steering industrial policy is essential to ensure that good industrial jobs are created, transformed and maintained. We made sure that the voice of workers was heard.

IndustriAll Europe has become a **leading voice promoting green industrial policies and championing the social side of sustainability**. We ceaselessly pushed the trade union demand for a Just Transition to a green and digital economy that is fair for all workers, a transition that does not destroy but preserves and creates good quality jobs, a transition that is anticipated, managed and negotiated with workers for every aspect that concerns them.

It is largely due to our campaigning efforts that the concept of a Just Transition has been recognised and accepted by politicians and has become [a policy objective of the European Union](#), with funding to achieve it (a Just Transition Fund and loan facility are expected to mobilise around €55 billion over the period 2021-2027 in the most affected regions) and with technical and advisory support for EU countries and regions in the form of the Just Transition Platform.

IndustriAll Europe has consistently supported the [European Green Deal](#)'s goal of achieving climate neutrality by 2050. But we have made one point unmistakably clear: it must be a social deal, and that industrial workers' acceptance of an ambitious climate policy depends on ensuring a Just Transition for all workers. We have therefore argued for an EU climate policy that provides a credible pathway to emission reduction targets and allows social partners to anticipate possible disruptive changes to industrial value chains and related jobs in Europe. The 'Fit for 55' package, presented in July 2021, shortly after our 3rd Congress, contains proposals to revise and update EU legislation to align EU policies with the EU's climate goals. The package is expected to accelerate decarbonisation, which will affect all industrial sectors. [Our position on the Fit for 55 package](#) highlighted the need to mainstream the impact on workers throughout the legislative package. We also argued that its implementation must stimulate investment, create quality jobs and deliver health and environmental benefits to EU citizens, while working to maintain and develop strong industrial value chains in Europe by promoting innovation.

As trade unions, our role is to do everything we can to ensure that industrial policies and the necessary industrial change create sustainable industrial jobs and will not jeopardise the working and living conditions of workers.



Just Transition Platform, October 2022, with Rainer Robra (Minister for Europe in Saxony-Anhalt, Germany), EU Commissioners Elisa Ferreira and Kadri Simson, Luc Triangle

IndustriAll Europe has become a leading voice promoting green industrial policies and championing the social side of sustainability.



Photo credit: European Commission

During the reporting period, industriAll Europe was therefore actively involved in several initiatives related to the **new European Industrial Strategy**, which aims to support the twin transition to a green and digital economy. We participated in the EU Industrial Forum, a stakeholder platform that works with the European Commission to identify pathways for the green and digital transformation in different industrial ecosystems. Of the 14 industrial ecosystems identified by the Commission, industriAll Europe is currently involved in developing pathways for the aerospace and defence, textiles, mobility, energy-intensive industries (and chemicals specifically) and energy-renewables ecosystems. A key objective is to integrate the social dimension into transition pathways and to include social performance indicators in the EU's Single Market Scoreboard.

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IndustriAll Europe's **sector networks** have systematically addressed the sector-specific implications of decarbonisation and digitalisation. Sector-specific positions on creating sustainable sectors with sustainable jobs in the face of the twin transitions have been developed, including **trade union positions** on the EU [chemicals strategy for sustainability](#), the EU [textiles strategy](#), our [action plan for the European ICT sector](#), an industrial strategy for the European [semiconductor industry](#), on securing a [sustainable raw materials](#) supply in Europe (supporting domestic extractive sectors), on addressing the challenges of [decarbonisation](#)

in Central and Eastern Europe's heavy industries, on [smart and sustainable mobility](#), on a [decarbonised circular plastics industry](#), on a more [circular economy](#) in Europe to secure industrial jobs and protect the planet, on an industrial strategy for the [automotive industry](#), and on the [glass industry](#).

We have built coalitions with employers' organisations, industry associations, NGOs and fellow trade union federations in support of green industrial policies that deliver sustainable, high-quality jobs in Europe. These include the [Automotive Coalition](#) (which brings together IndustriAll Europe, the ITUC's Just Transition Centre, employers' and environmental organisations); our joint work on [sustainable aviation](#) and input to International Civil Aviation Organisation strategies with IndustriALL Global Union, the European and International Transport Federations; and our recently launched joint project with the European Transport Workers' Federation '[Building a Just Transition towards smart and sustainable mobility](#)', which addresses the social consequences of decarbonisation throughout the mobility ecosystem: road, rail, sea and air.

Worker's voice was also present in **sectoral social dialogues**, where we raised workers' concerns with industry and employers' associations and developed common positions towards the EU institutions. These included a [joint statement with SEA Europe](#) for a green and digital future for the European maritime technology sector, a joint project with ECEG on the role of social partners in the decarbonisation of the chemical, pharmaceutical, rubber and plastics industries '[On the Road to Climate Neutrality 2050](#)', a joint statement on '[A successful green and digital transition of the EU textiles ecosystem](#)' with the European federations representing the footwear, leather and textile industries, joint advocacy work with the steel employers on waste shipments and other files, and a joint statement with EPSU and Eurelectric on [Just Transition in the electricity sector](#).



Launch of joint, smart mobility project with ETF, December 2022.



Chemical sector social partner conference, Rome, March 2023.



Commission Vice-President Timmermans in dialogue with Polish unions on Just Transition, December 2022.

Finally, the European social partners in the gas sector, EPSU, industriAll Europe, and Eurogas concluded a joint project with plans for a binding agreement, negotiated at European level, on agreed principles for achieving a Just Transition for gas workers. It would be the first such agreement between sectoral social partners in Europe!

Over the past two years, through the difficulties of the pandemic, industriAll Europe has organised discussions all over Europe to try and understand how the green and digital transitions are impacting our members and transforming their workplaces and industries. Both in cooperation with the ITUC's Just Transition Centre and alone, we organised over 20 regional and sectoral workshops across Europe¹, online and in-person, to discuss with our affiliates the challenges of ensuring a Just Transition for workers in the race to reach the EU's climate-neutrality targets. Furthermore, we provided tailor-made support for affiliates where it was requested.

From 25 October to 11 November 2021, we organised the [Just Transition Action Weeks](#) - a coordinated, Europe-wide mobilisation that marked the start of the broader European campaign for a Just Transition for industrial workers, decided by industriAll Europe's Executive Committee on the basis of a common [policy platform](#). Our affiliates mobilised enthusiastically and in large numbers, with an impressive range of events, campaigns and rallies. Under the slogan **'Nothing about us, without us!'**, we brought our demands for a Just Transition to policy makers at the national, European, and even global level, when we took our campaign to [COP26](#), the 2021 United Nations Climate Change Conference in Glasgow.



¹ Regional workshops were held in-person in Prague, Bucharest and Dublin, and online "in" Madrid, Frankfurt and Helsinki.

The [Just Transition Manifesto](#), which we published in May 2022, pulls together the insights and evidence we gathered from regional roundtables and from sectoral workshops that we organised in partnership with the ITUC's Just Transition Centre². We mapped the challenges and opportunities for trade unions associated with the transitions. We looked at trade union involvement across Europe in anticipating and managing transitions and analysed barriers to trade union involvement, supported by case studies from external researchers. Based on these findings, our manifesto sets out key trade union demands for a socially just transition, as well as recommendations for action and policy measures across industriAll Europe's political priorities.

Smart, clean, circular and innovative European industries for sustainable jobs and strategic autonomy

Throughout the reporting period, industriAll Europe has closely followed EU proposals to establish a leading industrial position for Europe in electronic components and systems and the development of new ICT sectors, including big data, cloud computing, artificial intelligence (AI) and advanced manufacturing. We have adopted positions on [artificial intelligence](#) setting out recommendations to ensure that AI contributes to quality employment and does not become a dystopian technology. We have called for an integrated [strategy for the European semiconductor industry](#) that meets the European demand for chips, provides jobs and contributes to EU strategic autonomy.



Defence sector workshop, Seville, April 2022.

A two-year project looking at industrial change in the [European defence industries](#) and its impact on employment, highlighted the need for a more resilient European defence industrial base, particularly in the face of the war in Ukraine and geopolitical tensions.

We have highlighted the need for a more [circular European economy](#) to contribute to a cleaner environment, to reduce European industry's dependence on imported raw materials in the current climate of global supply disruptions and to promote the creation of new jobs in Europe. We worked with Flemish trade unions to develop a

European worker guide and other materials on the role workers can play in building a more circular economy, specifically focusing on the basic metals and chemicals industries.

Shaping European industrial policy with the voice of workers

IndustriAll Europe has provided expertise, developed in our sector networks and policy committees, and actively participated in a number of High-Level Groups (HLGs), industrial alliances and industry roundtables. These bodies are vehicles to facilitate cooperation between public authorities, industry and civil society, in a given sector. They provide strategic thinking and policy guidance on delivering EU policy objectives.

We have been active members of the Energy Intensive Industries HLG, the Clean Hydrogen Alliance, the Battery Alliance, the Renewable and Low-Carbon Fuels Value Chain Industrial Alliance, the European Aviation Roundtable and have applied for membership of the EU Solar Industrial Alliance and Semiconductor Alliance.

² As part of a joint decarbonisation project with the JTC, we organised sector workshops for the automotive, energy, energy-intensive and extractive industries

Energy policy has been a key focus of our work.

In the light of the ongoing energy crisis, but also because of the transition to renewable energy sources, **energy policy has been a key focus of our work.** In our work with the EU institutions and through our involvement in High Level Groups and industrial alliances, we have advocated for an

EU energy industry and energy market that can deliver sufficient and affordable low-carbon energy for households and industry and ensures energy sovereignty. As the energy crisis unfolded, we have called on EU leaders to protect industry and industrial jobs from the energy crisis. We called for urgent intervention in the energy market (price caps, profit caps and decoupling of gas from electricity prices) and a [revision of market-driven energy policy](#) instruments to ensure a future European energy policy that delivers clean and affordable energy for all.

We have paid particular attention to **energy-intensive industries** such as chemicals, steel, non-ferrous metals and paper production. Decarbonising these industries and putting them on the path to a sustainable future requires massive public and private investment in breakthrough technologies and a supportive regulatory framework to ensure they are not exposed to unfair global competition. We have published positions on the revision of the [EU Emissions Trading System](#) (ETS) and the [Carbon Border Adjustment Mechanism](#) (CBAM) – instruments that are designed to reduce emissions while preventing companies from moving production and jobs to regions with less stringent emissions policies (carbon leakage). We joined forces with the steel employers' association Eurofer, the industry alliance AEGIS Europe, the European cement association CEMBUREAU and CEPI, which represents the European paper industry, to influence the content of these policies.

A global level playing field and universal respect for human and workers' rights

European trade unions have long called for a reform of EU trade and investment policy that places universal respect for fundamental and human rights, including workers' and trade union rights, environmental standards and a level playing field for our industries globally at its core.

We have participated in the consultation of the European Commission on the review of Trade and Sustainable Development (TSD) and have engaged with the TSD platform, a multi-stakeholder group that promotes stronger labour and environmental provisions in EU Free Trade Agreements (FTAs).

Together with IndustriALL Global Union, we have been campaigning for the European Union to take stronger action against the military junta in Myanmar, including the withdrawal of the Everything But Arms (EBA) trade scheme, which provides Myanmar with preferential trade tariffs.

We have been actively involved in the Domestic Advisory Groups (DAGs) advising on the implementation of the Trade and Sustainable Development chapter of the Free Trade Agreements with Vietnam and with South-Korea. IndustriALL Europe chaired the EU-Vietnam DAG from its constitution in 2021 until May 2023. We have challenged unfair purchasing practices in the TCLF sectors, working closely with the Fair Trade Advocacy Office and Transform Trade, and also in cooperation with leather and textile industries employers Euratex, Cotance and CEC.



Photo credit: Industrial Workers' Federation of Myanmar.

Furthermore, ensuring real due diligence in the textile sector, a sector with a reputation for poor pay and working conditions globally, was a key demand of industriAll Europe for the new EU textile strategy. We have been critical of the fact that the strategy, published in March 2022, falls woefully short of holding companies accountable for human and workers' rights violations in their global supply chains.

Finally, industriAll Europe and IndustriALL Global Union, which are regular contributors to the OECD Steel Committee and the OECD Shipbuilding Working Party, are jointly campaigning for the establishment of fair competition at the international level and for an end to global overcapacity in these sectors. Overcapacities lead to an aggressive race to the bottom for the lowest cost at the expense of workers' rights and working conditions.



Photo credit: Shutterstock, Kruit.

European trade unions have long called for a reform of EU trade and investment policy that places universal respect for fundamental and human rights, including workers' and trade union rights, environmental standards and a level playing field for our industries globally at its core.



3 A strong voice for workers for inclusive, healthy and safe workplaces

Fighting for decent employment for all, combating precarious work in Europe's industrial sectors and ensuring healthy and safe workplaces is a guiding factor for our work.

Our EU-funded project to promote strong collective bargaining and decent working conditions in times of rapid change focused on **the quality of work in the context of the twin transitions**. Over the course of two years, we examined the green and digital transformation in our sectors and trade union responses expressed through information and consultation processes, company agreements and sectoral collective agreements. We organised [six regional workshops](#) on Just Transition and quality jobs. The analysis and exchanges focused on how the changes brought about by the twin transition are anticipated and managed by public authorities and employers. It became clear that in countries with a strong industrial relations culture and institutions, change is perceived as less threatening than in countries without strong social dialogue or collective bargaining. Such differences were highlighted, for example, at industriAll Europe's Nordic-Baltic regional workshop, which examined the different experiences of managing change in the Nordic countries and in the Baltic countries.

Fighting for decent employment for all, combating precarious work in Europe's industrial sectors and ensuring healthy and safe workplaces is a guiding factor for our work.

Embracing diversity and equality for an inclusive labour market

Combating discrimination at work and fighting for inclusive and open labour markets is a priority for industriAll European Trade Union and our affiliates.

In the reporting period, we stepped up our engagement to fight discrimination against lesbians, gay men, bisexuals, transgender, intersex and queer/questioning (LGBTIQ) workers in the workplace. In the [position](#) adopted in April 2021, the member organisations of industriAll Europe pledged to work for **LGBTIQ equality**. They committed to reviewing industriAll Europe's policies, documents and processes to promote LGBTIQ equality and to work with employers to ensure that collective agreements are non-discriminatory.

The members of industriAll Europe also [pledged](#) to step up trade union action to make **workplaces fit for people with disabilities**. They committed to promoting a non-discriminatory agenda in collective bargaining and in workplaces. This includes, among others, fighting for equal status, benefits and pay for disabled workers; engaging with employers to ensure adapted workplaces as well as access to training and career development; and reviewing collective agreements through a disability lens.

To demonstrate our commitment to equal opportunities and diversity, industriAll Europe launched its first **‘Diversity at the Workplace Award’** in 2022. The award will be presented every two years to recognise outstanding local initiatives in the field of equal opportunities. Initiatives to combat discrimination and promote equal opportunities and inclusion in the workplace, such as training, company agreements, changes in work organisation, etc. are eligible. The winners will be invited to present their project at the mid-term conference in Thessaloniki on 31 May/1 June 2023.

We actively lobbied for the **ratification of ILO Convention 190**, ‘Convention on the Elimination of Violence and Harassment in the Workplace’ and its accompanying Recommendation 206. The Convention not only recognises the impact that domestic violence can have on employment, productivity and health and safety, but also outlines how employers’ and workers’ organisations can help to respond and provide support. As trade unions, we have lived up to our duty to play our part, and that includes reminding employers of theirs. We have also supported the ETUC in lobbying for a strong EU directive on combating violence against women and domestic violence, which recognises domestic violence as a workplace issue and the role of trade unions in supporting victims and survivors through collective bargaining agreements and workplace policies. Unfortunately, the current draft EU directive is silent on workplace violence.

Ending discrimination of young people in the labour market

The crises of the last 15 years have left deep scars, especially on the young generation. Young people are the most vulnerable to poverty and social exclusion, often working in insecure and low-paid jobs. Despite a backdrop of massive skills shortages, young people continue to face difficulties entering the labour market or finding jobs that match their skills. Our work with young trade unionists over the past two years has focused on ending this unfair treatment and ending the discrimination of young people in the labour market, where non-standard employment threatens to become the norm for them. We have also focused on improving the inclusion of young trade unionists’ voice in trade union debates and decision-making.

Our [digital youth academy](#) ran for two months, starting in September 2021, and was organised in partnership with the International Labour Organisation’s training centre. This programme, now available in [self-learning modules](#), aims to empower young trade unionists to become active in the labour movement and to fight for the rights of young workers. The training enabled young trade unionists to reflect on a collective bargaining agenda for young people, addressing issues such as reverse mentoring or early retirement schemes linked to the recruitment of young people and apprentices. The outcome of the discussions led to industriAll Europe’s [Youth Action Plan](#), adopted in May 2022. The plan sets out industriAll Europe’s youth recommendations for attracting new, young members and for better involving young trade unionists in trade union organisations, as well as a roadmap for implementing the plan. Just one year into the process, 20 national action plans have been developed and partially implemented.

Our work with young trade unionists over the past two years has focused on [...] ending the discrimination of young people in the labour market.

Our young members are very eager to contribute to the success of the trade union movement. We need to support them to ensure the much-needed trade union renewal.

In another [position](#) on solutions for ending the permanent crisis for youth, industriAll Europe's youth outlines concrete demands to policy makers and employers to ensure access to quality jobs and equal treatment for young people (such as banning unpaid internships, quality apprenticeships with job guarantees, training, etc.) and calls on trade unions to better integrate young activists into trade union work and structures.

Our young trade unionists made the most of the [European Year of Youth](#) in 2022, using the opportunity to raise the alarm bell about the situation of young workers. Their efforts culminated in a joint [event](#) organised with CEEMET in the European Parliament to advocate for quality jobs and the right skills for young people. Unfortunately, the European Year of Youth has proved to be a mere communication exercise and has done little to improve the situation of young people in the labour market. We expect and trust that our young activists will keep up the pressure and we will support them.

WE AGREE,
YOUNG PEOPLE NEED
TO BE INCLUDED IN
THE DEBATES AND DECISION-MAKING

3. WE'RE NOT DISCUSSING
JUST TRANSITION IN OUR
COMPANIES, THE DISCUSSION
IS HAPPENING BEHIND CLOSED
DOORS, IT'S HARD FOR
WORKERS TO JOIN IT

Our young members
are very eager to
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Promoting skills for an inclusive recovery and a Just Transition and to support workers' development

Building a fair and inclusive recovery from the COVID-19 crisis and a Just Transition to a digital and green industry is only possible if workers are not left behind and their right to training and career development is guaranteed.

Professions, jobs, and the whole world of work are changing rapidly, and the pandemic has accelerated structural changes in many industrial sectors. These rapid changes create an urgent need for education and training that ensures reskilling and upskilling to equip workers for jobs in a transforming industry. Education, training, and lifelong learning have long been priorities for industriAll Europe. With the new European Skills Agenda, this topic is becoming increasingly important at EU level. For the first time, the EU has set ambitious quantitative targets to be monitored in the European Semester: 50% of adults participating in learning each year by 2025.

In the reporting period, industriAll Europe has actively contributed to the **Pact for Skills**, an EU initiative launched in 2020, bringing together a wide range of public and private organisations (companies, national, regional and local authorities, social partners, cross-industry and sectoral organisations, education and training providers, employment services). The Pact provides for networking, knowledge sharing and encourages stakeholders to take action. IndustriAll Europe is a member of the Automotive, Aerospace and Defence, Energy Intensive Industries, Offshore Renewable Energy, Textile, and Maritime Equipment/Shipbuilding Pacts. We have welcomed the Pact for Skills as a catalyst for stakeholders to work together to ensure that re-skilling and up-skilling is stepped-up across Europe. We have used this platform to [call](#) for greater investment in skills, individual rights to training and stronger coordination of skills policies.

To underpin our activities, we have formulated our trade union demands in a [position](#) paper. The position addresses our demands regarding rights to quality training and life-long learning, combined with future-proof occupational pathways to support job-to-job transitions.

It also recognises the shared responsibility of governments, employers, workers and their trade unions regarding skills development.

Sectoral social dialogues have also been active on the subject of skills. One year after the outbreak of the pandemic, the social partners in the **metal, engineering and technology-based (MET) sectors** renewed their [pledge](#) to support quality apprenticeships across Europe and called on Member States to include apprenticeships in the recovery agenda. They met with Members of the European Parliament to discuss how to support skills development across Europe, in particular through the EU Pact for Skills. In a joint [position](#), the MET social partners set out the conditions for the success of EU skills initiatives: a framework that provides adequate funding and access to training for all workers; policies that respond to sectoral needs; and attractive, high-quality training throughout the career. They [discussed](#) the skills challenge of the green transition in a joint workshop and organised a [joint event](#) in the European Parliament, on equipping young people with the right skills for quality jobs.

In the **pulp and paper sector**, industriAll Europe and the Confederation of European Paper Industries (CEPI), completed their joint project '[Turn the Page](#)' and defined recruitment strategies to attract young talent to the paper industry. The social partner project resulted in good practice recommendations and an interactive tool for social partners and training providers to attract, train and retain young people in the sector.

The social partners in the **electricity sector**, the European Public Service Union (EPSU), industriAll Europe and Eurelectric, the European association representing the electricity industry, concluded their joint project '[Skills2Power](#)' after four years of activities. The project resulted in strategies for anticipating and monitoring the up-skilling and retraining needs of workers in the electricity sector in France, Italy, Spain, Hungary and Sweden. A wide range of stakeholders (European social partners, industry, national social partners, education and training providers and relevant public authorities) discussed and proposed roadmaps for action at the national level.



Joint event with CEEMET on youth and skills, European Parliament, November 2022.

Closing digitalisation gaps

As industrial trade unions, we [took up](#) the digitalisation challenge. The focus of our work was to ensure that this transformation leads to more social progress and leaves no one behind. Our [Fair Digitalisation](#) project identified tools and responses developed by trade unions to manage the social consequences of the introduction of digital technologies.

[Research](#) carried out as part of the project, revealed worrying regional disparities in the digitalisation of industry. While digital transformation was progressing in the North and South-Western regions, the Central-East region was lagging behind. The COVID-19 pandemic widened this gap by accelerating digital transformation in the North and South West.

IndustriAll Europe raised the alarm that not all countries were taking advantage of the opportunities to invest in digitalisation offered by NextGenerationEU, the EU's recovery plan from the pandemic. Companies and countries that had previously missed the digital boat were falling further behind, missing out on opportunities for industry and workers.

We therefore called on national governments to consult social partners in the implementation of the National Recovery and Resilience Plans, to focus on the digital transformation of industry and to close digitalisation gaps. While the EU AI Act was (and still is) under discussion, industriAll Europe took the lead in identifying the challenges and opportunities of implementing AI systems in the workplace by adopting the position '[All eyes on AI](#)'.

We also criticised the fact that discussions on digital skills at EU level tended to focus on highly skilled workers. We argued that all workers need to be trained in at least basic digital skills. Our oft-repeated call for digital skills for all workers was echoed in the European Economic and Social Committee's [opinion](#) on Europe's semiconductor system.

We reached comprehensive joint conclusions with the MET employers on the implementation of AI systems in the MET industries focusing on human resources management, occupational health and safety, data protection and skills.

We have also been very active in trying to demystify the General Data Protection Regulation (GDPR) for our members. We have organised three training sessions on using the GDPR in collective bargaining and produced a '[toolbox](#)' for trade unionists on how the GDPR can be a trade union tool to protect workers' personal data and dignity.

A healthy and safe work environment

The use of **AI poses new challenges and risks** for workers. While it has enormous potential to transform production and the way we organise production, certain jobs are likely to be taken over by AI and workers may be discriminated against by data-driven decisions. We have therefore focused intensively on this topic. We are working with the ETUC on ensuring human control over algorithmic/data-driven management decisions in the revision of the Machinery Directive.

We participated in the public consultation on the draft AI Act, highlighting the lack of consideration for workers' rights. Given the profound impact of AI on employment and on workers, we insisted and continue to advocate for a stand-alone directive on AI in the workplace, to be drafted in consultation with cross-industry and sectoral social partners. Our [position on AI](#), adopted in May 2022, sets out our comprehensive views and demands on how AI should be approached at the workplace. In particular, trade unions insist on the humans-in-command approach and the role of collective bargaining in managing technological change, ensuring a safe and trustworthy working environment and quality employment.

As a partner of the [EndStress.EU](#) campaign, industriAll Europe has actively supported the fight for EU legislation on psychosocial risks. Psychosocial risks and work-related stress affect an increasing number of workers, yet there is little legislation in EU Member States and no dedicated legislation at EU level. Discussions have taken place within our white-collar work group, but industrial workers are also affected by the effects of poor work design and planning, and the stigma surrounding the issue. More than half of all workers in the EU report that work-related stress is common in their workplace.

Shipbreaking is one of the most dangerous jobs in the world, according to the International Labour Organisation. Following the tragic deaths of two workers at the Simsekler ship recycling facility in Turkey, which resulted in the facility's removal from the EU's List of Ship Recycling Facilities, industriAll Europe and IndustriALL Global Union have been in discussions with the European Commission on how to improve occupational health and safety standards in ship recycling yards around the world. Both organisations contributed to the consultation on the review of the European Ship Recycling Regulation and the EU List of Ship Recycling Facilities, stressing that strong trade unions are essential to ensure good health and safety practices.



4 A strong voice for workers for fair pay and stable purchasing power

We entered the first half of the current mandate period determined to fight for a strong, inclusive and **wage-led** recovery from the severe economic crisis caused by the pandemic.

Purchasing power was already weak before the pandemic. So much so that several international organisation and institutions including the European Central Bank called for wage increases to counter the fall in real wages, as the resulting low demand hampered growth and discouraged private investment. However, as the economy reopened and companies returned to robust profitability (quickly reaching pre-crisis levels), employers embarked on a strong ‘wage moderation’ narrative, which they have maintained ever since. Instead of compensating workers for their role in keeping the economy going during the COVID-19 crisis, their legitimate wage demands were portrayed as leading to a damaging wage-price spiral and threatening the recovery. Claims that have been debunked.

IndustriAll Europe and its members persistently argued that inflation was not wage-driven, but rather due to rising energy prices (also linked to speculation on carbon prices) and increased demand following the re-opening of the economy. We insisted that it was time to pay back the workers who had been at the frontline of preventing the economy from collapsing.

IndustriAll Europe and its members persistently argued that inflation was not wage-driven, but rather due to rising energy prices. We insisted that it was time to pay back the workers.

We adopted a position and engaged in extensive lobbying for a new European [economic governance](#) able to support a wage-led recovery. Our position presents a strong case for state intervention and public policies as a catalyst for recovery and transformation, rather than returning to economic and monetary discipline. We warned against a potential backdoor austerity through the required reforms of the National Recovery and Resilience Plans. We called on policymakers to boost internal demand by reducing income inequalities and (in-work) poverty, reversing labour market deregulation and strengthening social protection.

Together. In Action. For Higher Wages

Instead of the longed-for recovery, Europe (and the world) was pushed deeper into a serious energy price crisis, exacerbated by the Russian invasion of Ukraine and its effects. With our campaign [Together. In Action. For Higher Wages](#), we collectively called for wages to be raised in line with inflation and productivity gains. We also called for anti-crisis measures, as public support measures were much needed alongside the wage policies to tackle the root causes of the cost of living crisis. Our campaign supported affiliates' mobilisations and negotiations for higher wages and stable purchasing power to counter energy price rises and the cost of living crisis facing most of Europe.

Our members and unions across Europe have confronted employers in negotiations and rallies with demands for higher wages to offset inflation and combat a cost-of-living crisis that many Europeans have never experienced in their lives. IndustriAll Europe is proud to have supported the struggles of its members with a set of [common demands in a Europe-wide campaign](#). We were side by side with our affiliates as they engaged in tough rounds of collective bargaining.



With our campaign "Together. In Action. For Higher Wages", we collectively called for wages to be raised in line with inflation and productivity gains.



Our affiliates have made important gains, winning collective agreements with significant wage increases. At the time of writing, mobilisation is continuing in many countries, and we expect to see continued protests by our affiliates, who are committed to the vital task of protecting the purchasing power and working conditions of their members.

Equal pay

Fighting and negotiating for equal pay for equal work and work of equal value is a key concern for our affiliates.

At European level, industriAll Europe has actively participated in the ETUC campaign on pay transparency and closing the gender pay gap. We supported the ETUC campaign with [wage comparisons](#) from the automotive and white goods sectors in Germany and Romania.

We have supported the fight for a European legal framework on pay transparency and equal pay. In December 2022, Europe took an important step forward when an agreement was reached between the European Parliament and EU Member States on a directive to make salaries more transparent to narrow and close the gender pay gap across the EU.

Information is key

Learning from practice, trends and achievements in other countries as well as accessing relevant information and knowledge is essential to strengthen our internal debate and the coordination of collective bargaining.

IndustriAll Europe has therefore set up a [new collective bargaining database](#) to assist its affiliates find relevant information about collective agreements as well as social policy and economic developments across Europe. It is aimed at national-level trade union negotiators and policy officers engaged in collective bargaining as a source of inspiration for their work.

Our database is the collective effort of our Europe-wide network of some 150 trade union experts in more than 35 countries. It is enriched with research and reports from other relevant sources such as the European Trade Union Institute (ETUI), the ETUC, newspapers and trade union publications.



5 A strong voice for workers needs a social and democratic Europe built on solidarity between people in crisis and recovery

The pandemic has deepened existing **inequalities** in Europe. It has exacerbated economic inequality, inequality in access to education, in the level of digitalisation and decarbonisation of industry in different European countries.

The energy crisis, aggravated by the war in Ukraine that followed on the heels of the pandemic, has further increased inequalities within and between countries. Real wages have continued to fall, and poverty has increased sharply. Businesses, especially small and medium-sized enterprises, are being squeezed by energy prices. 8 million jobs dependent on the energy-intensive industries in Europe are facing existential threats. Efforts to tackle the climate emergency risk being undermined.

IndustriAll Europe has therefore [warned](#) vigorously about the social, industrial and climate emergency facing workers. We have called for an emergency plan to tackle the soaring cost of living, stabilise purchasing power, protect jobs and support industries battling with the energy crisis – all while maintaining efforts for a Just Transition to climate neutrality. Most importantly, we have called on the EU and its Member States to unite to find **genuine European solutions and practise solidarity**.

We have been highly critical about the lack of European solidarity, which threatens to increase fragmentation and pushes states towards nationalistic solutions. We have called for a [European framework for industrial solidarity](#), including a European support mechanism for industrial jobs, a European industrial investment plan and coordinated, reformed energy pricing mechanisms. Because only a coordinated European agenda can prevent deindustrialisation and the risk of increasing regional inequality and competition within Europe. No country can solve this situation alone.

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Democracy at work

Democracy at work is a key democratic feature for voicing workers' interests and participating in the decision-making processes in companies. It is fundamental to influencing decision-making in the workplace through trade unions, shop stewards, worker representation bodies, European Works Councils (EWCs) and worker representation at board level.

Democracy at work is under attack, with companies often failing to comply with their legal obligations to inform, consult and allow participation in decision-making, including at board-level.

But democracy at work is under attack, with companies often failing to comply with their legal obligations to inform, consult and allow participation in decision-making, including at board-level.

IndustriAll Europe therefore actively contributed to the ETUC-led campaign for 'More democracy at work'. We participated in numerous events and lobbying activities to call for binding EU initiatives to enforce and strengthen workers' rights to information, consultation and participation at national and European level, and to close loopholes in EU law used by multinational companies to circumvent workers' rights. The recent adoption of a [report of the European Parliament](#), calling for the rights of European Works Councils to be strengthened, is an important milestone and achievement.

We [brought together](#) trade unionists from across Europe to explore how workers' representatives can play an active role in company restructuring that is expected to result from the transformation of industry. We insisted that a fair and inclusive change is not possible without more democracy at work, without the full involvement of workers, from the shopfloor to boardrooms.



Solidarity in action

We were always ready to stand in solidarity with our affiliates when companies disregard workers' and trade unions rights or fail to comply with legal information and consultation obligations, as well as in the increasingly common cases of union busting. Through protest letters to management, press and website communications or attending national actions we have put the spotlight on such abuses, and we have organised international trade union solidarity. Examples in this reporting period include the companies Magna (Serbia), Caterpillar (Northern Ireland), Liebherr (Bulgaria), Achema (Lithuania), Kentpar Otomotiv (Turkey), OTIS and Greve (Portugal), GKN (Germany).

We have also stood in solidarity with UK workers, defending UK representation in multinational companies post-Brexit. We are permanently monitoring the consequences of Brexit on EWCs and are advising EWCs on how to handle the impact, including when UK representatives are threatened with dismissal from their EWCs, as was the case for the companies Amcor and Linde. To ensure that industrial workers in the UK do not suffer as a result of Brexit, we also participate in the ETUC's task force on the EU-UK Trade and Cooperation Agreement and the EU's Domestic Advisory Group on the agreement.

Both industriAll Europe and IndustriALL Global Union stood in solidarity with the workers and unions in Türkiye affected by recent disasters. In a [joint mission](#) to the Amasra district of Türkiye, where 42 miners lost their lives in an explosion on 14 October 2022, both organisations called for justice for the miners killed and pledged to support the unions with joint activities on health and safety.

IndustriAll Europe and IndustriALL Global Union also carried out a [joint mission](#) to the region hit by an earthquake in February 2023 to show solidarity and raise awareness of this human disaster of unimaginable proportions. A solidarity fund was set up.

We were always ready to stand in solidarity with our affiliates.



Solidarity with earthquake victims, Türkiye, March 2023.

Trade unions for peace and solidarity

The war in Ukraine has given a new significance and urgency for unity and solidarity in Europe.

IndustriAll Europe and its members strongly condemned the invasion of Ukraine by the Russian Federation in February 2022 and stood in full solidarity with the people of Ukraine, our brothers and sisters in the trade union movement, and all working people caught up in the war. Our affiliates were quick to mobilise financial and material support and were actively involved in the wider humanitarian effort across the continent. We called for dialogue and talks for peace and an immediate end to this brutal war.



Photo credit: Shutterstock, Denis Kuvaev.

In June 2022, the European Union granted Ukraine candidate status, paving the way for Ukrainian trade unions to become members of IndustriAll Europe in November 2022. The path to EU membership and integration into the European trade union family will give our new Ukrainian affiliates a strong voice in their fight to defend workers' rights in Ukraine.

We stand and will work with them, and we remain resolute in our solidarity with the people of Ukraine.

Annex

PUBLISHED DOCUMENTS

[Just Transition Manifesto](#)

[Joint Declaration of IndustriALL Global Union and industriALL Europe on COP26](#)

[Statement on Ukraine](#)

Statement: [Trade unions for peace](#)

Industrial Policy

Position paper: [Generalised Scheme of Preferences \(GSP\)](#)

Joint NGO Statement: [in response to the GSP draft regulation](#)

Joint Statement: [review of Trade and Sustainable Development \(TSD\) chapters](#)

Position paper: [The Fit-for-55 Package](#)

Position paper: [Securing sustainable raw materials supply in Europe](#)

Position paper: [Leaving no region and no worker behind: addressing the challenges of decarbonisation and modernisation in Central and Eastern Europe's heavy industries](#)

Position paper: [More and fair circular economy: towards strategic autonomy for industrial jobs and a cleaner environment](#)

Collective Bargaining and Social Policy

Position Paper: [An economic governance supporting a 'better green and digital normal' that works for all](#)

Position Paper: [Fair wages for a fair recovery](#)

Position paper: [Ensuring lifelong employability through training for future-proof occupational pathways](#)

Company Policy

Joint Recommendations of the ETUFs to EWC/SE coordinators and worker representatives in MNCs:

[War in Ukraine – call for solidarity and anticipation of impact on workers](#)

Joint Recommendations of the ETUFs to EWC/SE coordinators and worker representatives in MNCs:

[Face-to-face, hybrid, online? The format of SNB, EWC and SE-WC meetings post-COVID-19](#)

Recommendations to EWC/SE coordinators and worker representatives in MNCs:

[Just Transition & Decarbonisation in multinational companies](#)

Recommendations to EWC/SE coordinators and worker representatives in MNCs: [Artificial intelligence at the workplace](#)

Recommendations to EWC/SE coordinators and worker representatives in MNCs: [Adapting the EWC when the structure of the company changes](#)

Recommendations to EWC/SE coordinators and worker representatives in MNCs: [Equal opportunities, diversity and non-discrimination](#)

Recommendations to EWC/SE coordinators and worker representatives in MNCs: [Organising basics for European Works Councils](#)

Building Trade Union Power

[The Organising Programme by industriALL Europe](#)

Aerospace

Joint trade union statement: [Support Decarbonisation of Aviation and call for Social Sustainability to underpin a just transition towards Carbon-Neutrality](#)

Automotive

Position paper: [Europe must do more for the workers of the automotive industry](#)

Basic Materials

Position Paper: [Towards a decarbonised circular plastics industry](#)

Position Paper: [What does it take to create the glass industry of the future in Europe?](#)

Joint Statement: [Impact of the energy crisis on the EU pulp and paper sector](#)

Joint Statement: [Critical Raw Materials Act](#)

[IndustriAll Europe and EFFAT position: the New EU Forest Strategy for 2030](#)

Basic Metals

Trade Union Declaration: [OECD Steel Committee 13-- TUAC 14 March 2023](#)

Joint SSDC Steel statement: [Urgent action needed to safeguard the European steel sector and jobs!](#)

Trade Union Declaration: [OECD Steel Committee March 2022](#)

Trade Union Declaration: [OECD Steel Committee September 2021](#)

Joint Statement European aluminium - industriAll Europe: [EU trade measures](#)

Chemical and Pharmaceutical

Position Paper: [The Chemicals Strategy for Sustainability](#)

Joint Statement with ECEG: [Europe needs to make its STEM strategy a reality now](#)

Joint Statement with ECEG: [Joint Statement on the impact of the energy crisis on the EU chemical industry](#)

Policy Brief: [The pharmaceutical industry in Europe](#)

Defence

Policy Brief: [Peace, justice and strong institutions in Europe are solid pillars of sustainable development](#)

Energy

Position paper: [The energy prices crisis and its impact on households, industries and jobs](#)

Statement: [Europe must act now – Create the framework for European industrial solidarity to tackle the energy crisis](#)

Policy Brief: [The energy prices crisis and the EU's answers](#)

Joint statement SSDC electricity: [Just Transition](#)

Information and Communication Technologies

Position Paper: [The European semiconductor industry needs a well conceived strategy](#)

Position Paper: [All eyes on AI. Artificial Intelligence as a challenge for workers and their representatives](#)

Shipbuilding

Joint SSDC Shipbuilding Statement: [A Future European maritime technology industrial policy](#)

Joint SSDC Shipbuilding Statement: [A green and digital future for the European maritime technology sector](#)

TCLF

Position Paper: [A future EU Textiles Strategy which protects workers and the planet](#)

Joint letter: [EU Textile Strategy: civil society's demands to MEPs](#)

Joint SSDC Textiles & Clothing Statement: [An ambitious European industrial policy for a competitive and sustainable textiles and clothing sector](#)

Joint SSDC TCLF Statement: [A successful green and digital transition of the EU Textiles Ecosystem \(TCLF sectors\)](#)

Joint letter: [Unfair purchasing practices and achieve goals of the upcoming Sustainable Corporate Governance directive](#)

Joint paper: Leveraging the Unfair Trading Practices Directive to benefit [the Garment Sector](#)

Joint SSDC Textiles & Clothing Statement: [The future industrial strategy of the EU Textiles Ecosystem \(TCLF sectors\)](#)

Equal Opportunities

Position Paper: [Rainbow Workplaces: Our commitment to equality for LGBTIQ workers](#)

Position Paper: [Stepping up trade union action with and for persons with disabilities](#)

Youth

Position Paper: [Ending the permanent crisis for youth: solutions exist](#)

Position Paper: [Youth Action Plan – Trade unions' future at risk? Building a future for trade unions through youth inclusion](#)

Health and Safety

Position Paper: [Occupational Exposure Limits for nitrogen monoxide and nitrogen dioxide: end of the transition period for underground mining and tunnel construction](#)

Education and Training

[Joint MET SSDC pledge for apprenticeships](#)

Joint statement MET SSDC: [Boosting continuing vocational education and training in the MET industries IndustriAll Europe and Safran European agreement on 'Developing skills and career paths'](#)

[Joint Chemical SSDC statement on STEM strategy](#)



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