



EU-Project

Building trade union capacities for better collective bargaining and sustainable industrial recovery in Central and Eastern Europe BTUC4Recovery

Building strong unions for strong collective bargaining in strong industries

Every workplace
with a union.
Every worker
in the union.



Objectives - Scope

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- Build and strengthen the capacities of trade unions
- Expand and strengthen membership
- Develop and use organising approaches
- Build union structures for membership focus

Scope of the project:

- 2 years project (01.09.2022 – 31.8.2024)
- Co-financed by the EU Commission
- 5 countries, which are key in the international supply chain: Poland, Czech Republic, Hungary, Romania, Serbia
- Sectors tbd depending on mapping





Partners

- Poland: Konfederacja Związków Zawodowych Przemysłu w Polsce – FZZMiH, Metal
- Czech Republic: Odborovy SVAZ KOVO, Metal
- Hungary: Trade Union of Mine-, Energy- and Industry workers (BDSZ), Light industry
- Slovakia: Odborovy ZVAZ KOVO, Metal
- Serbia: Autonomous TU of Metalworkers of Serbia (AMWUS/SSMS) + Industrijski Sindikat Srbije (ISS), Nezavisnost



Workplan

- Steering committee continuous advisory board – met 12 times
- Mapping the situation in each country
- Identification of 5 organisers/recruiters supporting affiliates in CEE/SEE to build structures for strengthening and retaining membership in industrial transition
- Virtual training series on (digital) organising for 5 organisers + local participants
- Capacity building and train the organiser activities: 5 in-person national workshops in the project countries
- Development and implementation of national/regional organising and retention work plans with weekly supervision and monthly exchange
- Hybrid final conference to exchange and discuss follow-ups
- Dissemination of Project results



Expected Outcomes

- Participating trade unions have increased capacities and have employed skilled organisers
- Transnational networking of organisers has led to a more systematic cooperation among unions in supply chains
- Stronger membership focus of participating unions has resulted in stronger collective agreements and has ensured a stronger base for better social dialogue at (European) level in emerging industries and new forms of working



Realised Outcomes

- **Building Trade Union Capacities: 10 affiliates in 5 countries (CZ, HU, PL, SK, SRB) are participating (with own resources and organisers) in our Organising Programme** – they have been building structures to enable membership focus and train regional officers in organising
- **Organising and recruitment campaigns** at Yura (SRB); Gabor, Fortacco, Continental, Schaeffler, Kia (SK), Aero Vodyhody (CZ), Com40, Mercedes (PL) – and many others

Mapping the situation in each country

1. Number of new members	3.757
2. Collective agreements which success can be seen affected by the organising activities	16
3. Number targeted companies	34
4. Number of trained leaders/activated unionists	2.363
5. Number of training activities	52

- Testimonies and Videos



Lessons learned : Building Trade Union Power is a marathon and is needed at all levels

...prioritisation

- Prioritisation and mainstreaming membership focus
- Membership growth is a primary responsibility of shop stewards. Solving individual (labour) issues is secondary

...commitment

- Build structures and consensus
- Acceptance and support from union leadership is crucial
- For all union activities, consider whether and how they contribute to building union power

...capacities

- Membership growth needs capacity building and relocation of resources
- Build teams instead of organisers working in isolation

... practical experiences: *Go and organise 100%*

- Focus on brownfield organising, increasing union density in factories where unions are present
- Face-to-face communication works better than digital organising in blue-collar environments
- A good membership database able to contact members individually, is a must
- Include the organising dimensions in news about collective bargaining campaigns and speak about victories



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Role of organisers:

- Responsibility of organisers starts only after leadership and union official are convinced!!!!
- Management and co-ordination of concrete organising campaigns
 - Make members participating

Role of Union leadership:

- Vision
- Make organising happening
- Convince shop stewards and regional officers
- Change mindset
- Leading negotiations after organising



Role of shops stewards

- Recruitment
- Train, provide knowledge
- Negotiation after organising









