

industriall-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

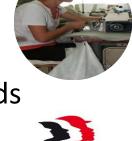


# Textile, Garment and Footwear industry organising project in South-East Europe



- 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)
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- Bulgaria 522 (FOSIL-CITUB, FLI-Podkrepa)
- Croatia 259 (TOKG)N Macedonia 458 (STKC)
- Romania200 (Uniconf, Confpeltex, IndustriAll-BNS)
- Serbia 3016 (STKOS, IER Nezavisnost, ISS)



- 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

