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POLITICAL RESOLUTION

Adopted by the Founding Congress of industriAll European Trade Union

Brussels, 16th May 2012

Never before in the history of European integration has the situation been as crisis-laden as it is today. The crisis of the European Union is the result of erroneous political courses for which European workers do not bear responsibility, but of which they are bearing the brunt. According to neoliberal ideology, the “invisible hand” of the market guarantees macroeconomic stability and therefore serves the common good. Recently, however, this ideology has proven invalid in the wake of the spreading of the economic and financial crises to member states’ national budgets.

What we need is the focus to shift back onto people, whose quality of life and well-being should be increased through decent, secure and sustainable jobs. They should not be subject to policies which only serve the interests of companies and financial market players. This lopsidedness is to a large extent responsible for the crisis and must be abandoned. Only in doing this can the crisis be curtailed and a deeply integrated Europe become viable. In this sense, further political, economical and social European integration is at a crossroads. Economic freedoms must not be given precedence over the social rights of Europe’s workers. We call for the realisation of a social Europe and a truly political union, which benefits from full democratic legitimacy.

Europe needs a different mindset. Society is ageing in many European countries, and increased health and social care will need to be financed. We have to adapt our patterns of production and consumption to meet this challenge.

The trade unions of Europe have not only supported the integration process since the devastating experiences of the 2nd World War, they have in fact been actively pushing for it. This is true in particular of industrial trade unions. To give more volume to the voice of European workers and to help make our vision of a social, industrial and regulated Europe a reality we have decided to form a strong new organisation to defend the interests of European workers.

We, the trade unions of Europe’s industrial sectors are vehemently in favour of re-regulation of economic and financial market actors. We denounce the delusions embedded in neoliberal ideologies. We are fighting against the austerity policies which prevail as the main anti-crisis measures whilst the impact of counter-productive measures is to be noted everywhere. We are raising our voices so the EU institutions will listen to what we have to say about a Social Europe for workers and bring about a fair and democratic Europe based on solidarity.

With the present resolution, the founding members of the industriAll European Trade Union set out to join forces in their struggle for decent working conditions and secure employment for all European industrial workers. The events of the recent years of crisis have amply demonstrated that a broad, powerful and determined European trade union coalition is dearly needed to safeguard and protect the interests of workers within the European manufacturing sector in the globalised economy of the 21st century.

In this sense the industriAll European Trade Union supports millions of workers in their struggle to defend their fundamental rights. All governments in Europe, in particular in Turkey and in various countries in South-Eastern Europe, are called on to guarantee and safeguard labour and human rights. The industriAll European Trade Union undertakes appropriate measures to support campaigns in this respect.

Globalisation entails a growing interdependence in respect of working conditions and, in particular, of rights between all regions and countries of the world. That is why showing solidarity with workers' groups elsewhere in the world whose rights are under attack is so vital to the trade union movement. Furthermore, standing by colleagues across the globe in international solidarity also reaffirms established rights wherever better working and living conditions are already enjoyed, as well as the rejection of isolationist strategies and social dumping.

Understanding this means accepting that the defence of workers' rights all over the world also means defending the European Social Model. This should particularly apply in the interlinked production chains of multinational companies, with special responsibility for trade unions in the mother company. A core activity of the unions there must be to demand the application of Global Framework Agreements concluded between global union federations together with their affiliates and company managements. This also implies the reinforcement of the historical trade union demand made to the World Trade Organisation to ensure decent work in the production of everything subject to world trade.

The industriAll European Trade Union unites trade unions of the basic, production and energy industries and will be a force to be reckoned with, organising over 7 million members from 196 affiliates. We will use our strength even more effectively as a counter-veiling force vis-à-vis the European employers and trade federations, especially when it comes to representation of industrial employees' interests towards the European Union and its institutions.

A strong European industrial workers' union is dependent on strong national trade unions. The industriAll European Trade Union will support affiliates in their struggles to build strong organisations at national level.

The industriAll European Trade Union recognizes that organising, recruitment and retention of members must be a top priority for its national affiliates. There are millions of unorganised workers throughout Europe. Employers and governments are now attacking trade union rights to organise – therefore 'organising the unorganised' is crucial to the success of the European trade union movement.

Industry remains the foundation of the European economy and the basis of the strength of our trade unions. Manufacturing industry is of key importance in creating real wealth in Europe. EU industry employs over 34 million people, accounts for three-quarters of EU exports and represents over 80% of R&D expenditure. It contributes to a large extent to ensuring the wealth of European workers and their families and is the 'engine' of the European economy. Industry is also the driver as regards job-creation in the services sector. Industry was, and will be again in the future, the basis for growth and wealth in Europe and must be understood as such by the European decision-makers. Industry alone is responsible for the sustainability of production. The transition towards a more sustainable economy will not be possible unless industry contributes to this. It must provide solutions with regards to disassociating economic growth from the use of increasingly scarce raw materials, reducing greenhouse gas emissions, ensuring efficient production of renewable energy and increasing energy efficiency. Industrial production requires a set of reliable and stable conditions in order to develop the economic, technological and social standards that make up the "European model" and allow for our social, economic and environmental development.

Any modifications to this economic and social model must be determined by the interests of all European citizens and be based on democratic and social principles. We therefore insist on the implicit recognition of our trade union rights and positions and, in particular, of trade unions as the only legitimate worker representation bodies in collective bargaining. The workers' right to strike and assemble must be enforced. We demand that decent wages are paid to all workers regardless of their place in the supply chain. Consequently, we will strengthen our transnational networks and defend and promote trade union rights throughout Europe.

The living conditions of migrant workers are a serious issue in European social, political and economical life. The industriAll European Trade Union shall fight to provide rights for migrant workers, and aims to raise solidarity between local workers and migrant workers and ensure a joint struggle for better living and working conditions. We also strongly condemn the increase in racism and xenophobia all over the world, and defend brotherhood and internationalism.

At the core of our work - and indeed in all areas of activity - lie our efforts to ensure decent and secure jobs.

We will use the synergies derived from uniting the members of the European industrial trade unions to fight against precarious working conditions and social exclusion and push to provide every worker in Europe with the same opportunities to earn a decent living wage. We reject all forms of discrimination and will take specific steps in order to improve the representation of women in our organisation.

Women workers suffer the consequences of the political and economical crises of the capitalist system more than anyone. Women workers are forced to work for lower wages; they face mobbing and various kinds of discrimination in the workplace and are more easily fired than male workers. Women workers are the ones who were forced to stay at home and serve their family and they are the ones who are employed under precarious conditions.

The position of manufacturing industry in real wealth creation is paramount. We therefore believe it is crucial that this reality be reflected in the interaction between the real economy and the financial sector and, more importantly, that industrial employment be shielded from the systematic risks of the banking sector. This requires a far-reaching re-regulation of the financial sector in order to avoid a recurrence of the crises of recent years. It must be the financial sector that serves the interests of industry and not the other way around.

In this spirit, the founding members agree on the following resolution, addressing the goals of the four main policy fields of the new federation:

1. Industrial workers' vision for a sustainable European industry

We are convinced that Europe must increase its ambition to maintain and shore up its industrial base and the jobs it provides while transforming production processes into sustainable production chains. To do this, a comprehensive, sustainable and coherent European industrial policy geared to further industrial development is needed. Industry and industry-related services remain the key to job creation, productivity growth and innovation – especially in the field of resource- and energy-efficiency, environmentally-friendly solutions and raising social standards. Through the use of adequate financial and regulatory tools, as well as increased workers' involvement in the determination of industrial and employment policies, European industrial policy must anticipate and manage change in a socially responsible way. But as this does not happen automatically, targeted sector specific and cross-sectoral industrial policy tools must be developed, which will have to be judged in relation to creating and safeguarding quality jobs in European industry throughout the value chain. Social Europe cannot exist without constructive social dialogue and developed collective bargaining rights. We consider that the existing sectoral social dialogues provide examples of good practice in terms of cooperation with employers. Further steps towards ensuring active involvement in shaping industrial policy are essential. We strongly believe that only an effective Social Europe can revive citizens' enthusiasm for the European idea and curb anti-European sentiments.

Welfare states have experienced sharp cutbacks and Social Europe has all but stalled while the liberalization of labour markets has created more precarious and atypical employment. Declining job and employment security has undermined consumer confidence. Purchasing power and domestic consumption have dipped as a result of the focus on lowering costs. Furthermore, with social dumping becoming widespread, skill gaps have grown, investment has been sluggish and credit access has contracted.

European industry must be prepared for the global megatrends of improving resource-efficiency and energy-efficiency performance, developing sustainable mobility concepts and adapting to demographic change through technology. Without a strong industrial base, Europe will neither cope with those challenging megatrends nor be able to maintain present standards of living. Policy-makers will have to finally readjust their focus onto the real economy. Now is the time for us to join forces and fight together for the maintenance and creation of quality jobs in European manufacturing. We urgently need coordinated and sustainable social, economic and industrial policies to stimulate demand, maintain and expand employment, protect jobs in the real economy and restore the public confidence that was lost during the build-up to the financial crisis.

Europe needs a different mindset. Our society is ageing and increased health and social care will need to be financed. We have to adapt our patterns of production and consumption to meet this challenge. This is why industrial policy should be directed towards developing a new growth model based on innovation, sustainable technologies, safe and healthy work places, energy- and resource-efficient production and the internalisation of ecological costs throughout the whole chain of manufacturing. From the industriAll European Trade Union's point of view sustainability has three dimensions: social, ecological and economic. The 'social' dimension is understood as bearing responsibility not only for workers' well-being but also for society which is affected by industrial activities.

To achieve this, we demand that industrial policy as laid down in the EU's Europe 2020 Strategy and the 'Industrial policy for an era of globalisation' be adjusted. It must be realigned along the following six points:

1.1. Europe needs a strong manufacturing and solid social base, including:

- Recognition of the social dimension of industrial policy in the EU agenda
- Social cohesion and promotion of social and economic security
- Extension of worker participation in decisions on economic and employment policies
- A systematic review of industrial value added chains by the Commission, via industrial policy tools, with the involvement of the social partners
- Credible life-long learning programmes
- Consideration of workers' health and safety in RDI activities in industry
- Socially-acceptable, active industrial and labour market policies applicable to all workers regardless of their type of employment contract
- Effective and adequately funded education systems fulfilling all requirements in the training and education of highly-skilled workers and graduates in science, technology, engineering and mathematics to promote innovative manufacturing of goods and sustainable services in Europe

1.2. Growth-oriented monetary, fiscal and budgetary policies such as:

- Measures to strengthen domestic demand
- Linking macroeconomic and industrial policies to create high-quality industrial jobs
- Developing and gradually implementing a joint European economic policy, including EU harmonization and a minimum level of company taxation so as to avoid fiscal dumping and prevent competition between locations within the EU
- Action against tax havens and tax evasion
- Shifting the focus of EU economic policy from combating inflation and wage moderation towards increasing purchasing power and acceptable living conditions
- Reregulation of financial markets by introducing measures such as a Financial Transaction Tax (FTT)
- Stepping up economic growth, combating speculation and promoting employment via:
 - The creation of Eurobonds to stop speculation against the public debt of the Member States
 - An extended role for a democratically-controlled ECB in the stabilisation of financial markets and stimulation of productive growth

- A European investment plan financed by issuing bonds for projects and private/public partners in order to strengthen European infrastructure (e.g. transnational transport or energy networks, etc.).

1.3. The conditions for investment in European manufacturing must be urgently addressed:

- Credit must be ensured for industrial companies, particularly SMEs
- European structural and regional funds should be reoriented to ensure job creation, for all workers, and industrial policy objectives
- Private sector commitment to the target of spending 3% of total economic output on R&D should be ensured and stimulated
- Support should be provided for R&D in materials, production, energy and environmental technologies so that Europe will comply with its ambitious climate targets and become a global and highly competitive pioneer in the field of sustainable industrial production
- Targeted support should be provided for new industrial technology and sectors, particularly in bio-technology, gene technology, sustainable energies, new materials and active substances, and nanotechnology, combined with comprehensive, scientific research and expertise for health & safety impact assessment and technology assessment
- Social and ecological criteria for public procurement should be adopted
- Market mechanisms and risk allocation should be readjusted to ensure that long-term investment policies are more advantageous than short-term speculation.

1.4 Sustainable development, focussing especially on the socially fair transformation of all industries, needs to be promoted:

- New industrial strategies for maintaining and sustainably upgrading Europe's industrial infrastructure must be developed
- A globally-embedded EU climate change policy is required, which ensures that all industries worldwide continually upgrade their environmental performance and responsibility whilst maintaining international competitiveness
- Fighting carbon leakage through the continuous improvement of environmental performances, the close monitoring of EU EII policies, the active participation in common R&D initiatives and, as a last resort, through measures such as border adjustment mechanisms
- In the absence of such conditions, the European Union should strive for ambitious emission reduction targets but always be cautious and mindful of the impacts on industrial competitiveness and jobs
- Guaranteeing the responsible access to and responsible recycling of raw materials
- Stimulating job creation through increased energy efficiency, qualification of workers and a more efficient use of resources

1.5 European industry requires an effective and responsible European energy policy to promote self-sufficiency:

- Massive development of renewable energies in order to secure sustainable and environment-friendly energy supplies at affordable prices and reduce our dependence on energy imports

- European standards and improvement incentives on energy efficiency must be introduced
- The promotion of a smart grid for European energy production
- A sustainable energy mix guaranteeing security of supply and affordability
- The use, wherever possible, of European energy sources
- Re-evaluation of the Commission's strategy on the liberalisation of energy markets
- An increased role for European and national public authorities in energy markets
- Creation of a European Energy Agency and improved national planning
- Initiation of new energy production projects that ensure long-term supply of electricity, in particular sustainable electricity
- Investment in improved energy technologies

1.6. A fair and level playing field must guarantee:

- Respect of the ILO's core labour standards
- An intensive struggle for decent working conditions worldwide in cooperation with IndustriAll Global Union
- A sustainable approach towards EU and global trade policy that counteracts unfair competition stemming from production where basic worker's rights are not respected and standards in terms of sustainability are substantially lower
- High occupational health and safety standards
- Environmental standards
- Protection of intellectual property and knowledge
- A strategy for growth and prosperity in the developed and developing world
- The implementation of fair transition measures in the event of workplaces being reorganised due to trade liberalisation
- Transparency of state subsidies worldwide

Implementation of the described aims throughout Europe requires an active trade union industrial and sectoral policy. In order to maintain industrial locations and employment it is of major importance for Europe to ensure active employee involvement in drawing up industrial policy at all levels - European, national, regional, sectoral and company levels. Europe needs more than just joint projects for the future; it needs concrete projects that people can become involved in, commit to and be inspired by.

The prime aim of the industriAll European Trade Union is to influence policy related to our interests via cross-sectoral industrial policy and a sectoral policy for each branch of industry. This implies an active trade union culture of dialogue with employers. Social dialogue has led to tangible results in several sectors. This has specifically included controversial issues. Furthermore, an independent trade union industrial and sectoral policy geared towards representing workers' interests is intensified vis-à-vis the European institutions. Worker participation will therefore be a cornerstone of European industrial policy in the coming years.

2. Active company policy for sustainable jobs and working conditions

Workers' involvement at company level is a pillar of the European social model. Information, consultation and participation rights, as well as collective bargaining at company and/or

branch level, are vital to develop workers' interests and promote sustainable and quality employment.

Workers' involvement is also key to ensuring company long-term sustainability. Companies are clearly more stable and robust when their workers are actively involved through information, consultation and participation rights both at national and European levels. Promoting sustainable development at company level also means anticipating and managing change in a socially responsible way.

The pressure on workers employed in manufacturing industry throughout Europe has stepped up. The industriAll European Trade Union rejects company strategies which lead to workers being played off against each other, generate social dumping and precarious work, and undermine social and trade union rights. Achieving sustainable recovery and creating the conditions for growth and social cohesion in Europe imply promotion of a new growth model based on innovation, reindustrialisation, sustainable technologies and energy- and resource-efficient production in order to fulfil new societal needs and meet emerging challenges.

At company level, managing the transition to sustainable growth implies investing in technologies and products and investing in people through the promotion of policies for vocational training and lifelong learning. Qualifications are crucial for democratic participation in companies.

In order to achieve its ambitions, the industriAll European Trade Union is committed to promoting policies coordinated at European level to ensure that employees and their representatives are better equipped to deal with the transnational strategies of multinational companies.

2.1. Developing the information and consultation rights of European Works Councils

Workers' representatives must have a strong say in corporate strategy in order to defend and promote workers' interests and stable employment, and push for sustainable company development. Hence, they need to be informed and consulted in due time in order to play an active role in the decision-making process. EWC members should be able to coordinate the various local strategies among each other so as to make them effective both at local and European levels. In this respect, the industriAll European Trade Union believes that the new European Works Council (EWC) Directive creates new opportunities. It offers possibilities to have more influence over industrial and strategic decisions, to promote sustainable employment and to better anticipate and manage change.

The objective of our company policy must be to put EWCs in the position to build effective bridges between countries through the transnational support of our member organisations: within the EWCs, the respective local strategies and action areas in respect of worker representation can and must be coordinated in an optimal fashion and for the collective good of the whole European workforce.

The industriAll European Trade Union will:

- Encourage the development of new EWC negotiations and renegotiations
- Develop strategies to use the full potential of the new EWC Directive
- Strengthen trade union coordination of EWCs, notably via training and active sharing of knowledge and good practices
- Provide training, support and strengthening of the network of EWC coordinators and better involvement in the industriAll European Trade Union sector activities
- Improve support for EWCs through increased assistance to coordinators
- Support and develop the functioning of EWCs by influencing EWC agendas in line with the industriAll European Trade Union's industrial policy and by making full use of the new training rights for EWCs.

2.2. Promoting participation in European Companies (SE)

Worker participation in SE decision-making bodies is an important tool to increase workers' influence over corporate governance and promote their interests in companies. In our negotiating strategy on the SE-WC the same minimum political standards apply as for EWCs. It is our objective to strengthen and further develop employee involvement in all European countries. Article 17 of the Community Charter of the Fundamental Social Rights of Workers already stipulates that the involvement of employees needs to be further developed.

The industriAll European Trade Union will:

- Actively support the establishment of workers' participation in SEs.
- Ensure a high level of participation of employee representatives and trade union representatives in management and supervisory boards.
- Also commit to strengthen the structures and rights linked to the involvement of workers at company level in all countries and push forward for a strategic linking-up of worker representation on all levels of companies

2.3. Developing trade union coordination in multinational companies

Trade union coordination in multinational companies is key in fostering a mutual commitment to move together, in building common strategies and preventing workers being played off against each other, as well as in deciding on joint actions at European level.

The industriAll European Trade Union will:

- Take concrete action, especially in cases of transnational restructuring, to promote the process of trust-building and finding common ground.
- Make use of trade union coordination groups, which, in cooperation with EWCs, provide an ideal forum for coordinating trade union and employee strategies and deciding on common actions thereby contributing to generating solutions which are fair for all.

2.4. Focus on the anticipation and management of change

Change needs to be better anticipated and managed at company level in order to ensure sustainable company development and avoid the negative effects of change on workers and employment.

The industriAll European Trade Union will:

- Promote innovative practices to better anticipate and deal with change.
- Include the use of information/consultation/participation rights and the negotiation of European framework agreements to improve efforts with regards to the anticipation and adaptation to change.
- Promote the maintenance and the development of skills and expert knowledge, also as regards the replacement of retired workers and vocational training
- Continue to encourage the development of jobs which promote the acquisition of skills and are not harmful to health.
- Push for the adaptation to and the management of change along the value chain in a socially responsible manner. In particular, innovatory practices have to be developed to improve workers' rights along the value chain, especially between prime contractors and subcontractors.

2.5. Negotiating European framework agreements

The negotiation of European framework agreements is the key to ensuring upwards harmonization of working conditions and guaranteeing fair solutions for all.

The industriAll European Trade Union will

- Utilize the internal mandate procedure for negotiations at company level adopted by the industriAll European Trade Union, which provides clear and democratic rules for negotiating in multinational companies and ensuring that trade union prerogatives such as collective agreements are respected. It is expected that this process will always be adhered to by the trade unions at European level.
- Support the negotiation of international framework agreements by IndustriAll Global Union in line with its guidelines, and ensure the involvement of all of the affiliates concerned.
- Promote agreements on Corporate Social Responsibility, the European Social Charter, the OECD Guidelines for multinational companies and ILO Conventions in terms of European or international framework agreements.

2.6. Promoting trade union rights

Trade unions rights are under attack everywhere, but the situation is particularly dramatic in Turkey, as well as in some countries and companies in Eastern and South-Eastern Europe.

The industriAll European Trade Union will

- Utilise EWCs, board membership and trade unions in the country where the company's European headquarters are based in order to promote trade union rights throughout the whole production chain.
- Make the defence of trade union rights an integral part of the trade union strategy when dealing with, or negotiating, the social consequences of corporate actions.

3. Collective Bargaining and Social Policies

Our collective bargaining strategy remains focused on the improvement of working and living conditions of workers, the co-ordination of national collective bargaining policies and the further development, enhancement and promotion of an active European collective bargaining and social policy agenda geared towards an active wage policy. In order to achieve these goals it is absolutely necessary to increase the coverage rate of collective agreements. In the last few years, trade unions in Europe have been facing a decline in the coverage rate of collective agreements and a negative wage drift.

In recent decades there has been a dramatic change in the pattern of industrial employment. There has been a huge and far-reaching increase in precarious work in all European countries and industrial sectors, which is of major concern. There is an erosion of what are classified as the 'norm', 'standard' or 'typical' forms of employment, with young people, women and migrants particularly affected by this development. In addition, the economic and financial crisis and its outcome, undoubtedly had and still has a strong impact on collective bargaining and social policy throughout Europe, with visible effects on results, strategies, the core structure of collective bargaining and the social policies as carried out by employers and governments. This is exploited by employers as well as governments to try to lower wage and working conditions and introduce more precarious jobs.

Even before the adoption of the "six-pack", the EU Commission had started a screening process - called the European Semester - in relation to the national budget plans of the Member States. Within this framework, the EU Commission and EU Council make more detailed recommendations to various Member States - especially countries with high financial deficits- such as: wage cuts in the public sector, abolition of wage indexation and preference for decentralized wage negotiations at company level. This means that Economic Governance - despite the European Parliament's decision - has already intervened in collective bargaining systems and collectively agreed wages, and will intervene also in the future if EU recommendations are blindly transformed into national legislation by the individual EU countries without proper hearing and consultation of the social partners, thereby circumventing or even changing national collective bargaining systems. We vehemently reject these attacks on free collective bargaining and existing collective bargaining systems and we will resist these neoliberal attacks. There is nonetheless a clear overall tendency - also among trade union members - to wish to call a halt to this process, to resist these strategies and develop own strategies to overcome this dilemma.

We need to continue to make our policies visible and more closely linked to our trade union membership, including the interests of our growing white-collar membership. Strong national trade unions, a strong industriAll European Trade Union and coordinated European-wide collective bargaining strategies are still the best viable answer to the corresponding danger of social competition, wage dumping, health and safety risks and a downward spiral of wages and working conditions. In a coordinated approach of all policy domains, we need to support the trade unions in Europe and their campaigning strategies towards more organised workers, without overlooking the newer and traditionally less organised sectors.

In order to achieve this set of policy goals, we call for the following principles to be followed:

3.1. Wage Policies

Coordination of European collective bargaining is becoming crucial. Where, in the past, it was mainly limited by negative wage developments, it now encounters further difficulties because of restrictions imposed by national governments and transnational organisations such as the European Commission and the International Monetary Fund. The consolidation programmes of indebted European Union countries in fact lead to drastic cuts in wages and the dismantling of collective bargaining.

We need to:

- Defend an active wage policy with the objective of a strong wage increase to offset the inflation rate and to ensure workers' incomes still benefit from productivity gains
- Continue and strengthen our European wage coordination strategy
- Examine the impact of the wage coordination rule in order to strengthen and improve it – if this is deemed useful
- Enlarge and defend the coverage rate of collectively bargained wages.
- Reduce the low-wage sector in Europe through collective bargaining and/or legal regulation - for instance on minimum wages - in accordance with practices in the individual countries.
- Support the humanization of work and work-life balance models.

3.2. Working time

The organisation and regulation of working time remain at the top of the collective bargaining agenda - an important tool in the struggle against unemployment.

We need to:

- Follow the process of the possible introduction of a new Working Time Directive (WTD) and/or negotiations about this issue
- Assess how to improve and reinforce the Working Time Charter
- Find working time solutions guaranteeing a fair work-life balance
- Further explore and promote temporary unemployment (Kurzarbeit), solidarity contracts and reduction of working time as a possible measure to overcome the economic crisis (without any negative impact on pension calculation).

3.3 Precarious employment

Precarious work undermines ordinary industrial employment. It also undermines qualifications, wages and working conditions and our collective strength. Limited use of flexible work is necessary to be able to deal with peaks or work of a very seasonal nature, but the industriAll European Trade Union has to fight against the use of precarious work.

We need to:

- Promote the use of open-ended contracts with one employer
- Combat precarious work
- Limit the use of temporary agency workers to an absolute minimum
- Limit the use of temporary and fixed-term contracts

- Reject extensive use of forced part-time contracts and promote workers' right to transfer from part-time to full-time contracts if they so wish
- Reject the use of bogus self-employment and zero-hour contracts.

3.4. European Framework Agreements

The negotiation and implementation of European Framework Agreements at company level is an increasingly important tool for our unions.

3.5. Common Demands

We see the Common Demands on training and on precarious work as providing a possibility to strengthen common positions and strategies and put them into practice. We need to:

- Continue to promote and monitor the implementation of the Common Demands and organise specific events and evaluations
- Continue our cooperation in this field with other European trade union federations (ETUFs), with GUFs and the ETUC
- Produce an extensive evaluation of the results of the Common Demand on precarious work.

3.6. Social Policy Issues

Social policy issues are closely connected to collective bargaining. We need to:

- Pay special attention to any legislative or structural social policy initiative from the Commission, e.g. on flexicurity, pensions, health and safety at work, working time and the posting of workers
- Reaffirm our position regarding the Services Directive and the Posting of Workers Directive with a view to preventing any downward spiral of competition on wages, working conditions and the labour market
- Investigate the existing systems of whistle-blowing and their related problems – often included in ethical charts – and examine possibilities to protect workers against the possible negative impact of these systems.

3.7. Employment and Job Security

Precarious work is not only limited to precarious contracts; all workers, whatever their type of employment contract, can end up in a precarious situation. We consider it therefore a priority to protect and fight for industrial employment in Europe.

3.8. Tools

In order to achieve our political goals, the following set of tools has to be developed or optimized:

- The Eucob@n network: Wage coordination is central to our collective bargaining policy; therefore it is important that we monitor all aspects of the rule, including negative wage drift and all qualitative elements of collective agreements. We need to:
 - Strengthen the Eucob@n network

- Enlarge the network towards company policy and include important company-level negotiations
- Develop the annual Eucob@n report still further
- Regional collective bargaining networks: These networks emphasise that collective bargaining is no longer simply of national interest and they play an important role in the practical coordination of bargaining policies. As such, we need to strengthen this part of our strategy and make an overview and evaluation of these regional networks.
- European industrial relations system: We must focus also on the further development of the future European industrial relations system and the Commission's initiative on a system for transnational collective agreements. This includes pushing for a European legal framework for collective negotiations and the right to strike, fully respecting both fundamental rights and national law and practices in this field.

Collective bargaining remains at the heart of trade unionism. We need to re-evaluate our guidelines and minimum standards on a regular basis and ensure that they are playing a more concrete and active role in national and European trade union strategy. In order to achieve this, we will have to ensure tight coordination between our various committees, both operationally and in terms of how we communicate.

4. European Social Dialogue: building our capacity for joint action, maximising policy impact, developing our capacity for negotiation

The unions affiliated to the industriAll European Trade Union are convinced that European Social Dialogue offers important possibilities that must be seized. At sectoral level, it provides a forum for European trade union federations and European employer associations to discuss and be consulted on European public policies relevant to their sectors. Above all, European Social Dialogue provides us with a tool and a platform to promote industriAll European Trade Union policies vis-à-vis European industry and employers' associations as well as the European institutions. Promoting a result-oriented, efficient and substantial European Social Dialogue in our sectors will therefore be one of the cornerstones for the industriAll European Trade Union.

At the same time we recognise that European Social Dialogue has often fallen short of the European trade unions' expectations. What we rate positively is that Social Dialogue, in many individual cases in the sectors, has proven itself as an industrial as well as a company policy adjustment tool. On the other hand, though, up to now it has barely established itself as a driving force in the harmonization of social standards and working conditions in Europe. Despite its clearly defined role in the EC Treaty, it has not yet led to EU social policy and EU labour market policy being strongly improved via negotiations between the European social partners.

Bearing in mind existing limitations, we are committed to exploit and further develop the European sectoral social dialogue as an instrument to influence European policies, as a platform for joint action to defend the interests of our sectors and to gradually build our capacity for negotiations. The European sectoral social dialogue committees (SSDC) are of particular importance in this context. Currently, the industriAll European Trade Union is the official social partner in 11 of the 42 existing committees: Metal Manufacturing, Chemicals,

Extractive Industries, Gas, Electricity, Steel, Shipbuilding, Paper, Textiles & Clothing, Tanning & Leather, and Footwear.

The economic and financial crisis demonstrated that a strong social dialogue and negotiated solutions accepted by both sides of industry are essential in steering our industries through difficult times. This is particularly true for the national level where social partners across many European countries negotiated policy responses to the crisis. In turn, the European level social dialogue can make a contribution in this process by seeking to influence European policies, ensuring that these are directed towards maintaining a strong and sustainable industrial sector with high levels of high quality employment in Europe.

Within our new organisation there are different traditions, experiences and levels of progress regarding the European sectoral social dialogue. Together we must strive to bring a new dynamic to social dialogue, especially to those branches that are not yet covered by social dialogue.

Essentially, social dialogue requires commitment from the European-level employers' organisations in our sectors.

4.1. Improving functioning, participation and policy coordination

European social dialogue should be relevant, result-oriented and bring added-value to our affiliated organisations. This requires active participation, commitment and an initiating role of the trade union representatives. It also requires that social dialogue activities are an outlet of our industrial policy and sectoral activities as well as of our collective bargaining and company policy strategies.

The industriAll European Trade Union sets up a social dialogue committee to provide an interface between the various sectoral social dialogue committees (SSDCs) for exchanges and policy coordination. Cross-sectoral issues of interest to several SSDCs, such as training and sectoral skills or topics linked to energy-intensive industries, should be subject to a common industriAll European Trade Union approach.

In addition, the industriAll European Trade Union will organise strategic debates with representatives from policy, sector and horizontal committees to ensure that our social dialogue activities are firmly rooted in our policies. It will also be important to create synergies between industriAll European Trade Union social dialogue activities and the European multi-sectoral social dialogue.

4.2 Social dialogue as a consultation tool

The industriAll European Trade Union welcomes the fact that the consultative function of sectoral social dialogue committees has recently been strengthened. SSDCs have the right to be consulted by the European Commission on legislative initiatives in the context of impact assessments. This is an important achievement in getting our voice across concerning the development of EU policy strategies with social, employment and competitiveness impacts that are crucial to industriAll European Trade Union sectors.

The industriAll European Trade Union demands that the Commission services systematically inform and consult the SSDCs on relevant initiatives, but cautions against turning SSDCs into technical committees. As an expression of their autonomy, sectoral social partners should always be able to handle this tool flexibly and according to their needs. It is clear, however, that efficient participation in this exercise will require increased investment in terms of time and expertise.

4.3. Improving results and impact

The industriAll European Trade Union is committed to continuously improve European Social Dialogue outcomes. Notwithstanding the importance of exchanging information and disseminating ideas, the work of the SSDCs should increasingly result in joint actions, joint positions and commitments. We will also continue to work towards binding agreements and call on employers' organisations to create the necessary capacity for negotiations.

It is important that the results of European Social Dialogue are transposed to the national level. The agreement concluded on the 'protection of workers exposed to crystalline silica' lays down a stringent and mandatory monitoring process for the implementation of this agreement at national level. Another example is the "European framework agreement on competence profiles for process operators and first line supervisors in the chemical industry", which has to be implemented at national level. Both examples can therefore serve as important references.

4.4. Capacity-building

The absence of well-functioning, representative social dialogue structures in some of the new EU Member States, as well as in the acceding, candidate and potential candidate countries, is of concern to the industriAll European Trade Union. One of the conditions for European Social Dialogue to succeed is its ability to build on good existing national Social Dialogue structures and practices.

We will therefore engage in capacity-building activities organised by the ETUC, ILO or the EU and support our member organisations in these countries.

4.5. Scope of activities

SSDCs will continue to be active in the following areas:

- Monitoring industrial and employment developments
- Consultation on relevant EU policies and formulating positions (e.g. industrial, trade, competition, energy, mining, REACH, and environmental policies, etc.)
- The extension and strengthening of worker involvement in companies, as well as rights to information and consultation at all levels.
- Health and Safety at work
- Image of the sector
- Demographic change
- Corporate social responsibility
- Education, training and life-long learning (including sector skills councils)
- Promoting innovative workplace practices.

The social partners in our various sectors will also cooperate in the form of joint projects, taking advantage of the EU budget line 01 on industrial relations and social dialogue.

Joint project work not only helps to promote social partner strategies in the various sectors, it can also be considered as a means to improve the quality of European Social Dialogue, commitment, trust and cooperation between social partners.

4.6. Role of the European Commission

Continued financial and administrative support by the European Commission is crucial for the functioning of SSDCs, and the industriAll European Trade Union believes it should be increased. At the same time, it is essential that the European Commission fully respects the autonomy of the social partners.
