

**Organizing and collective bargaining:
Training for young trade union leaders
(A3-07156)**

23 June – 04 July 2014, Turin

(Asia-Pacific - English)

Organized by the Programme for Workers Activities, ITC-ILO, Turin



International Training Centre

1. BACKGROUND OF THE TRAINING COURSE

Organizing, Collective bargaining & other collective actions are among the main ways for unions to promote decent work, social protection and other rights for workers. This training course is therefore aimed at contributing towards technical capacities of young trade union leaders (members of Youth & Women Committees of national and/or industrial level trade unions) for organizing, negotiations skills and collective bargaining.

The course will provide an opportunity for the participants to learn and share experiences on organizing strategies, management policies in the age of globalization, formulating effective charter of demands & collective bargaining strategies. Within this context, the participants will also learn about factors affecting wages, productivity & Decent Work and how to negotiate so as to ensure decent wages, decent-work for workers. The course will also be an opportunity to learn about ITUC & Global Unions' initiatives for organizing and promoting workers right in MNEs, OECD Guidelines for Multinationals and role of ILO MNE Declaration as tool for promoting Decent Work for workers in MNEs and supply chains.

A number of challenges on employment and industrial relations front face the trade union movement in Asia today. While Asian economies have been achieving relatively high growth rates, same cannot be said of progress on workers' rights front. There remains a big gap between stated policies (and laws) and the situation on the ground. Growth has been accompanied by rise in the share of precarious, low wage work and employment in informal economy – which are indicators of the fact that growth is not creating decent work. This situation has come about also because the mechanisms for social dialogue remain weak and respect for workers right to organize and collective bargaining remain a low priority. Ensuring freedom of association and the rights to collective bargaining in the economy remains a major challenge before trade unions in Asia-Pacific countries.

ACTRAV's global trade unions symposium in 2009 (on the right to organize and collective bargaining) as well as the 2011 symposium on combating precarious work reviewed the challenges facing trade unions currently and strongly recommended, among other things, the need to prioritize capacity building of trade unions for organizing, collective bargaining and to promote union actions for the ratification and implementation of C 87 & C 98 as pre-conditions for promoting decent work for all. The lessons for Asia from the global economic crisis also point towards the need for wage policy & social protection floor to promote sustainable economic growth – effective implementation of which requires public policy support for organizing and collective bargaining at country level.

This course will therefore provide the young trade union representatives not only with an opportunity to learn and share experiences on organizing and collective bargaining but also deepen their understanding on the impact of globalization on the world of work, new management policies and relevance of ILO's MNE Declaration and decent work approach to trade union agenda. In the context of collective bargaining, participants will learn specifically

about methodologies for conducting financial and economic analyses of enterprises, methods of data collection for wages & productivity bargaining & formulating effective charter of demands. The course will also provide an opportunity to learn about different collective bargaining systems and exchange experiences on steps being undertaken by labour movement to strengthen union organizations and structures.

2. DEVELOPMENT OBJECTIVES

This training programme will contribute to:

- a) Strengthening trade unions' capacities for promoting fundamental rights of workers, especially Freedom of Association & Collective Bargaining at country level;
- b) Develop understanding among the young unionists on the forces/factors shaping the world of work in the globalized economy, its implications for trade union's work and role of ILO standards & policies as tools for promoting decent work for all workers;
- c) Developing organizing and bargaining skills among youth union representatives for effective representation of workers interests;

3. IMMEDIATE OBJECTIVES

Upon completion of the course, the participants will be able to:

- a) Review the key issues facing their countries and identify main difficulties being faced by trade unions in the field of freedom of association, organizing, collective bargaining and social protection of workers;
- b) Demonstrate understanding of challenges posed by on-going global economic crisis, impact on employment relations, ILO response and proposals for fair globalization & Decent Work led recovery policies;
- c) Review the collective bargaining policies and practices – its strengths, weaknesses and changes needed;
- d) Understand various factors that determine wages and service conditions and develop abilities to analyse companies financial information for the purpose of collective bargaining;
- e) Demonstrate understanding of the management policies, key areas for collective bargaining and formulate effective charter of demands;
- f) Gain knowledge of OECD Guidelines for MNEs and ILO's Tripartite Declaration of Principles Concerning MNEs and Social Policy (MNE Declaration) and role of trade unions,
- g) Share experiences on organizing and social protection initiatives undertaken by trade unions in different countries;
- h) Mainstream gender issues in the programmes and actions of unions, including in collective bargaining activities;
- i) Prepare follow up work plans for promoting FoA, organizing and collective bargaining rights in the Asia-Pacific region;

4. COURSE STRUCTURE AND CONTENT

The course will comprise of the following sections:

- **Country Situation Reviews:** Each participant is expected to bring along with her/him a Country situation presentation – which will form the basis of this session. The guidelines for the country report are mentioned below under course pre-requisites.
- **Growth with Social Justice: lessons from global economic crisis:** This session aims at setting the background and build understanding of the participants on – the causes of and lessons from global economic crisis for development policies, labour standards and trade union work, giving attention in particular to the role of wage policies, social protection, organizing & collective bargaining in promoting sustainable growth.
- **Global Wage Trends and role of Collective Bargaining in shaping wage policies**
The session will focus on key findings of the ILO's Global Wage Report, impact of crisis on wages & incomes of workers, challenges for national economies and trade unions and role of collective bargaining in shaping national wages/incomes policies.
- **Enabling conditions and strategies for promoting Freedom of Association & Organizing:** The session will focus on – ILO principles on Freedom of Association and Collective Bargaining, review of national laws & practice on the right to organize, organizing approaches at different levels (enterprise, industry-wide and national) – focus will also be on how to create enabling conditions at policy/law level for organizing and promotion of Decent Work, including role of ILO's supervisory machinery for promotion respect for freedom of association.
- **Negotiating Decent Wage-Decent Work: Strategies for collective bargaining**
Through different sessions, focus will be on strengthening understanding on changing management policies, areas of collective bargaining, formulating charter of demands, understanding productivity & negotiating productivity linked wage agreements, understanding financial information and its use in estimating capacity to pay and preparing charter of demands and strategies that protect workers incomes and working conditions.
- **ILO's MNE Declaration: What's in it for Workers?** – Session will focus on the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and role of unions in promoting adoption of these principles at country level – in policies and practices of MNEs
- **Collective bargaining at national and sectoral levels in European countries -**
Participants from Asia would be exposed to the collective bargaining systems, current status & challenges before European unions – focusing on the experience of Italy, Germany and Scandinavian countries)
- **International Framework Agreements and other initiatives of GUFs for promoting Decent Work in MNEs and role of national trade unions**
International framework agreements (IFAs) are relatively new instruments for promoting workers' rights in MNEs/TNCs and these seek to encourage the recognition of social partnership between Global Unions and MNEs across national borders. The session will focus on informing participants of the potential represented by IFAs to promote organizing and collective bargaining rights in TNCs national affiliates and in their supply chains and what role national unions can play in following up on the IFAs signed by Global Union Federations. Session will also review other organizational initiatives being taken by Global Union Federations to strengthen unions at industrial level in some countries.
- **Follow up work plan:**

Participants will prepare a follow up work plan – specifying what they intend to do in the area of organizing & collective bargaining, reflecting what they have learnt during this training programme. These plans will be used by the Programme for future evaluations and for follow-up activities.

- **Evaluation** - weekly and end of course evaluation session

Each session will entail group work and presentations by the participants to tap into their own knowledge and to promote the applicability of the ideas presented to their national situation. Emphasis will also be placed on sharing experiences on women workers issues and understand how to mainstream gender issues in policies and programmes of trade unions, including collective bargaining to promote women workers' rights.

5. PARTICIPANTS: This course is intended for young trade union representatives from Asia-Pacific region. The nominating organization is requested to nominate two suitable candidates, under 45 years of age, one of who must be a woman, based on the following criteria:

- Office bearer/member of the national or industrial level union or women committee who is involved with organizing and/or collective bargaining negotiations;
- Trade Union educator responsible for organizing training programmes in the field of organizing and collective bargaining rights;

6. LANGUAGE: The course will be conducted in English. Participants are expected to fully involve themselves in discussions and other activities and so they must have Basic English language skills. However, advance English skills are not a requirement.

7. COURSE PREREQUISITES

It is expected that every participant will prepare and submit in advance a country report, no longer than 2-3 pages. The report should cover the following areas:

- ✓ The state of trade unions, including – extent of unionization, union density, number of national centres, structure and organization of trade unions, women's representation within national centres and main challenges facing trade union movement;
- ✓ Consultation mechanisms at industry, and national levels – how well respected are collective bargaining rights? Which sectors? Number of workers covered by collective bargaining? Any salient features of collective agreements?
- ✓ Major difficulties (if any) in organizing and representing workers at private enterprises, including MNCs; and
- ✓ Three top priority areas for their future actions/programmes in the area protection of workers' fundamental rights.

Kindly also focus on the situation of the women workers and union policies/strategies to address the gender dimensions of the identified problems.

The country report should be sent by e-mail to the following address:

actrav_turin@itcilo.org or by fax (+39-011-693-6589)

Each participant is also expected to bring along with her/him a copy of the annual report of one company (which contains balance sheet & profit and loss statement). This will be used in course activities.

8. COURSE DURATION AND VENUE

The course will be conducted from 23 June to 04 July 2014 in ITC-ILO, Turin.

9. BACKGROUND OF THE PROGRAMME FOR WORKERS' ACTIVITIES OF THE INTERNATIONAL TRAINING CENTRE OF THE ILO

The Programme for Workers' Activities of the International Training Centre of the ILO (ACTRAV-Turin) is an integral part of this ILO/ACTRAV's Workers' Education Programme. It aims at strengthening trade union capacities to represent and defend the interests of their members through a series of training programmes provided at the Turin Center, in the field and through distance/online education. For information on the ACTRAV-Turin Programme, please visit www.itcilo.org/actrav