



BUILDING TRADE UNION POWER

1st Task Force Meeting
Brussels 27.09.2016

1. Expectations toward IndustriALL ETU in the context of the IVth priority “Building the Trade Union Power in Europe”

- The enhancement of Trade Union power in Europe is based on increasing the power affiliates.
- IndustriALL ETU support for national Trade Unions as to be able to develop practical trade union policies for different categories of employees (Multinational Companies (MNCs), Small and Medium sized Enterprises (SMEs), Temporary workers , Young workers aged under 35).
- Policies against precarious work.
- Support for Trade Unions to increase membership in countries where the representation is low .

- Support the national trade unions in implementing policies for the MNCs. (1)
- Attending the Social Dialogue meetings in MNCs .
- Support in setting a real social dialogue at country level by lobbying European Commission in order to enhance the living and working conditions.
- Support alliances between Trade Unions and political parties at national level .

- Lobbying the national Government as the Social Dialogue run in a proper way. (2)
- Developing online activities of IndustriALL ETU, through social networks .
- Follow-up and developing IndustriALL ETU projects (countries with a low TU membership).
- Support in kick-off negotiations and for concluding sectorial Collective Labour Agreements .

These are some of our expectations toward IndustriALL European Trade Union future activity.

2. Introducing **SINDICATUL NATIONAL PETROM ENERGIE, (SNPE) Romania.**

- **SNPE** is the biggest TU Federation in Energy-Oil-Gas-Mines Sector of Romania , according to the law.
- This Federation consists in 76 affiliated Trade Unions . Some of the main affiliates are:
 - **SINDICATUL NATIONAL PETROM**
 - 32 TUs in the Fuel Commercial sector ;
 - 8 TUs in the Energy sector;
 - 2 TUs in the Mining sector;
 - 19 TUs in Companies that are contractors for services for the Oil and Gas industry.

- SNPE total membership = 100.000.
- Financial resources: affiliation fees.



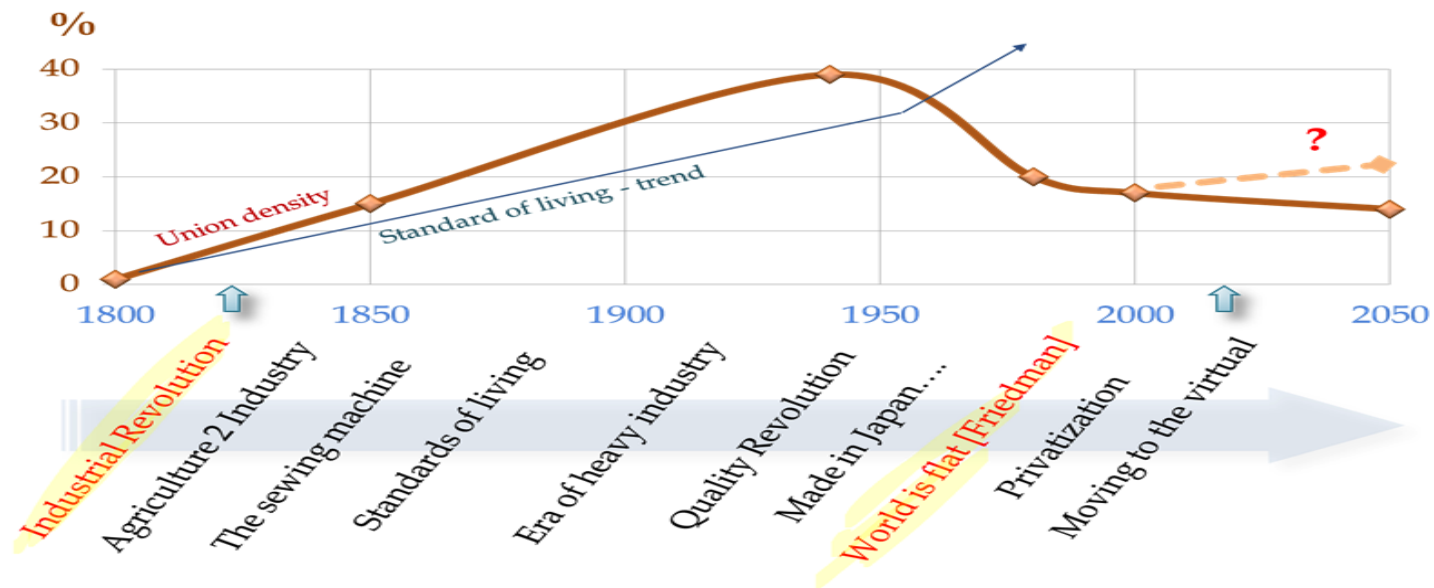
3. Examples of concrete actions for recruitment of new members

- Creating our own database for the actual number of members.
- Organizing training and regular base meetings in order to motivate our members.
- Organizing Trade Unions in companies that took over personnel from outsourced activities of OMV PETROM S.A. (3)
- Establishing 32 TUs in companies from the fuel commercial sector.



4. Limitations of Building Trade Union Power (BTUP) in Romania and in European Union

- Paradoxically, globalization is a good economic period, but in the same time represents a period of TUs decline.



industrial and globalization waves

(4)

- In Romania the limitation of the TU power is linked to the legislation .
TU power is negatively impacted by influence of the Employers Representatives on the Government. (5)
- Continuous dynamic of the workforce between companies inside and outside the country .
- Relocation of companies activities .
- Decreasing number of Collective Labour Agreements .

- Restraint negotiation by taking over stipulations of CLA in national level legislation .
- The decline of TUs financial resources .

5. The IndustriALL ETU role in supporting the initiatives and actions for building trade union power in Europe.

- IndustriALL ETU, in the present European social-economic context , must be a strong trade union power, whose priority is the strengthening of the national Affiliates .

- National Affiliates' top priority should be recruitment of new members. IndustriALL ETU should support the actions for establishing new Trade Unions in the local subsidiaries of the Multinational Companies (MNCs).
- The role of IndustriALL ETU is to support the Workers, Youth, Women, White Collar organizations and to develop policies both for migrant and temporary workers and for precarious work .

