

Action Plan

On the basis of the resolutions adopted by its Conference, UNI Europa Commerce and its affiliated organizations will carry out the following action points as described below:

Commerce: in a new world of work

- Collect and share research and best practices from affiliates, EU institutions and its agencies (Eurostat, Eurofund etc) and national research institutes on working and employment conditions; new forms of work; e-commerce; franchising; new technologies; training and skills development; health and safety in workplaces and collective bargaining.
- Develop strategies to prevent a further deskilling of new jobs, to stop a polarisation among low skilled and high skilled workers and to promote equality between men and women.
- Encourage its affiliates to ensure that the large membership of women, migrant and young workers is reflected in the union's leadership;
- Together with UNI Europa and the European trade union movement, campaign for living wages for everyone in all sectors, supply chains and geographical locations either by collective agreement or law.

A Europe for Commerce workers: how to make a difference in Europe through European Social dialogue and advocacy work:

- Appoint a European Social Dialogue (ESD) coordinator The appointment shall be done by the UNI Europa Commerce Steering Committee but can be chosen from among all UNI Europa Commerce affiliates; The affiliates have to support the secretariat in its work in the social dialogue;
- Rethink ESD by setting up a strategy group that will develop and endorse a vision on ESD that is relevant for affiliates at national level. Such a strategy will include concrete measures to assist the Secretariat in the discussion with EuroCommerce;
- Develop a network of legal and economic experts to support the lobbying activities of the Secretariat vis-à-vis the EU Commission and advice the Secretariat on topics such as competition law, labour law, etc.
- Develop a network of MEPs supported by affiliates and organise regular meetings and exchanges of views with them in Brussels; explore possibilities of cooperation on issues such as freedom of association, social dialogue and collective bargaining;
- Identify projects and EU funding opportunities with a view to implementing the work programme and the strategic objectives of the ESD. This includes gathering existing expertise among UNI Europa Commerce affiliates;
- Increase the cooperation with EuroCommerce to fully implement the action plan aimed at improving the participation of Central and Eastern European countries in the ESD;
- Encourage affiliates to organise national events where UNI Europa and EuroCommerce can discuss with Unions and employers their joint activities. This could take the shape of national round tables or regional events to disseminate and raise awareness of the importance of ESD.

European Works Councils, Union Organising and Trade Union Alliances

- Together with national unions, aim to establish and develop constructive and successful labour relations with multinational companies at all levels;
- facilitate the creation of new trade union alliances in key multinationals and further strengthen existing alliances;
- support organising campaigns by UNI Europa affiliates in key multinationals, in particular in Central and Eastern European countries;
- Strengthen its representation in the UNI Europa multinational working group in order to ensure broad reflection of commerce issues and participate in the UNI Europa working group on transnational company agreements.

On European Works Council, UNI Europa Commerce will:

- Require its affiliates to follow the procedures on EWCs as adopted by this conference;
- Strongly encourage its affiliates to actively participate in the coordination of EWCs and to appoint coordinators in existing EWCs where there is no UNI Europa coordination in place;
- Ensure that EWC coordinators and national responsible receive adequate training, for instance by providing (information about) training opportunities through recognised training partners such as ETUI and Syndex;
- Facilitate a networks of EWCs coordinator in order to share experiences and good practices;
- Strengthen trade union coordination in EWCs and MNCs with other UNI Europa sectors and with other European union federations in companies with joint membership;
- Support affiliates in the creation and strengthening of EWCs and trade union coordination in key multinationals

Global Framework Agreements must not be an end in itself

- Facilitate the participation of all UNI affiliates concerned in the development of Global Framework Agreements and whenever possible a Network/Alliance of those unions will be created in order to support the monitoring and implementation of the Global Agreement
- All newly negotiated Global Agreements must include effective dispute resolution mechanisms which will come into force if the agreement is breached.
- Global Agreements must embody “at least” the leading global labour and human rights standards
- Global Framework Agreement’s should not limit or inhibit the ability of national trade unions to effectively represent commerce workers within the company that has signed the Agreement; rather, Global Framework Agreements should promote the activities of trade unions within the company.
- Trade unions in the country where the company headquarter is located must be aware about their special responsibility in the negotiation and implementation of Global Framework Agreements and, together with UNI, will take the lead of the negotiations of a GFA. The national union is responsible for the implementation of the agreement on country level.

- Global Framework Agreements which are already in force must be evaluated according to the defined criteria and shall be improved if necessary. UNI Europa Commerce calls to set up a UNI Global working group with the task of producing a model agreement for Global framework agreements, criteria for implementation and monitoring of the agreements and strategies for the work on GFA:s that includes all UNI:s sectors.

Unsocial working hours and free Sunday

UNI Europa Commerce and those affiliates who can and wish to participate will support campaigns and joint initiatives with a view to:

- Increase the efforts to implement the actions that were agreed in the 2011 UNI Europa Commerce conference resolution on working hours and work/life balance;
- Opposing European initiatives conflicting with the principle of the work-free Sunday and Public Holidays;
- Creating a trade union network within UNI Europa Commerce, in which all interested affiliates can exchange information on developments at the national level in order to develop coordinated actions at European level;
- Launching the debate of work –free Sunday and opening hours in attempt to raise awareness in civil society, consumers and politicians about the impact (social, economics, other sector.) of long opening hours and work on Sunday.
- Supporting trade union initiatives for the preservation or the re-establishment of the work-free Sunday and work-free public holidays for employees in the commerce sector;
- Requiring that for commerce employees, who have to work on Sundays and Public Holidays, special conditions, frameworks and income schemes shall be agreed through collective agreements or legislation;
- Exchanging and promoting best practices in meetings organised by or where UNI Europa Commerce is invited, and especially through the European Social Dialogue;
- Supporting UNI Europa involvement in the European Sunday Alliance through the active participation of UNI Europa Commerce affiliates that wish to participate.