

Draft 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:

1. Working hours and work/life balance

- Information about work on Sundays, during holidays and late evenings: To gather as much factual information as possible on regulations and collective agreements, practices (legal and illegal) and the economic, social (health / safety, employment) and societal (family, environment) consequences, etc.
- Working Time Directive: The European Commission is currently consulting the European social partners on the revision of the Directive on working time. UNI Europa Commerce will push its claims against work on Sundays, during holidays and late openings in this debate, in coordination with UNI Europa and the ETUC. UNI Europa Commerce invites its employer counterpart EuroCommerce to explore the possibility of a common position on the working time directive and points to importance of the social partners developing views on such an important aspect of the commerce sector.
- European Alliance for Sundays Free of work: In addition to the current supportive organisations, UNI Europa Commerce will seek for new contacts to support our campaign (other European trade union federations, sports associations, employers, consumers, religious, political parties) and to join the European alliance.
- Launch of a European campaign for a fairer work-life balance and against work on Sundays and late openings: UNI Europa Commerce will organize a campaign on this theme this period. UNI Europa Commerce and its affiliates will contact members of the European Parliament and national governments about the negative consequences of work on Sundays, holidays and late openings on health and safety and the need to facilitate the reconciliation of work-life balance. In the framework of this campaign, the UNI Europa Commerce affiliates will organise an event in their own country, on the basis of their tradition and trade union culture.

2. Organising members in Commerce

UNI Europa Commerce and its Affiliates will :

- Support the setting up of global company alliances and the negotiation of global framework agreements that endorse union access to workers and establish organising opportunities.

- Seek to integrate the work on EWCs into the global work on multinational companies.
- Share any information at their disposal with each other in order to ensure equal footing in decision-making.
- Fight precarious work by systematically denouncing the utilisation of unnecessary short-term contracts and agency work in the commerce sector and by negotiating collective agreements that disallow or restrict their use.
- Fight companies that do not respect workers freedom of association and to collective bargaining, and those that set up fake trade unions.
- Exchange experiences, communicate on trade union victories, and identify organisers on the ground to be more effective in organising members.
- The special efforts being developed in Central and Eastern Europe by UNI Europa Commerce, e.g. a cooperation with ILO-ITC for the promotion of organising members in new members states and candidate countries in order to build social dialogue / collective bargaining, will be continued.
- Each UNI Europa Commerce affiliated organisation will develop plans to recruit more members as well as plans on how to keep membership. These plans will target in particular women and young workers.

3. European Works Councils in the commerce sector

UNI Europa Commerce and its Affiliates will:

- Develop close cooperation between EWCs and the global alliances being set up in the UNI Commerce sector; ensure close ties between EWC members and their unions in order that the former are able to represent their union's position on issues under discussion; ensure that EWC members are trade union members.
- Support trade unions and EWC members to ensure that the EWCs voice is heard before management takes a unilateral final decision affecting the interests of workers.
- Improve the level and the quality of participation of workers representatives from certain countries, including from E.U. New Members States.
- Support EWC members by providing them with accurate information, including the EWC "recast" Directive and the jurisprudence.
- Where union membership is high enough, support workers and trade union representatives to set up new EWCs and to make them efficient. Fight against those companies that oppose the setting up of EWCs and do not respect information-consultation rights.
- Improve coordination and communication flows between different levels of workers' representation, including works councils.

- Nominate EWC coordinators and facilitate networking among them.
- Negotiate the allocation of financial resources to facilitate training and exchanges between Works Councils members.

4. Employment and quality services

UNI Europa Commerce and its Affiliates will:

- Put more efforts into ensuring access to education and vocational training to every commerce worker. Since a precondition to this objective is stable employment, UNI Europa Commerce will fight against the use of precarious labour contracts.
- Deepen its work with EuroCommerce and also with bodies in charge of education and vocational training at national and European level in order to promote the best solutions to improve access to education including by workers in SMEs.
- Initiate necessary steps to improve the quality of services in Commerce, including cooperation with consumer organisations.
- Promote the development of non-profit commerce initiatives by working with (real) cooperatives and other types of organisations at local, national and European level.
- Cooperate with trade unions outside Europe and from other sectors to ensure that foreign investment respect fundamental rights and decent working conditions.
- Through their work in EWCs and global union alliances hold multinational retailers accountable as regards their global and local labour policies.

5. Inclusive labour market

UNI Europa Commerce and its Affiliates will :

- Continue to lobby the European institutions on key legislation with regard to age discrimination.
- Develop and extend best practice among its affiliated organisations with regard to collective agreements that protect and foster young workers and retain older workers in the commerce sector. Further develop a dedicated webpage, where information can be easily disseminated.
- Continue UNI Europa Commerce's cooperation with EuroCommerce with regard to the project under the social dialogue on "Establishing a European Network for anticipating skill needs in the commerce sector.
- Invite EuroCommerce to explore the possibility of a common position on properly paid apprenticeships in the commerce sector.

- Adapt organising of trade union member strategies to empower young and older workers in the defence of their rights and future.