

Frontier stories and daily challenges of Cgil today

Across-the-board Analysis

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Objectives of the research

- Focus on the path and instruments (**the method of the action**)
- Sharing **concrete experiences** to provide material for discussion and comparison with the organisation of union action
- Comparison with the approach defined as “**organising**” at the international level
- There is no “best way” but a **number of practices and instruments** for meeting the continual challenge of union innovation: highlighting the trends in progress at the moment

First contact: information and presence

- **Acquire the trust of the workers (in the union and in collective action)**
- **Union: reach and be reached (presence)**
 - Union “of the street”, “itinerant”
 - In the daily life places of the workers, outside the company (parks, pubs)
 - Make available union premises, even at non conventional times (places to offer services and facilities for meetings)
 - Enhancement of the role of the services, to meet work requirements and social needs
 - Flyer distribution, collection of signatures

Knowledge, experience, research, training

- Knowledge of the sector / profession
- Study phase / preparatory research
- Continual training and activity in the field
- Involvement of the workers: all the persons in the production cycle to understand how it works

Participation and central role of the workers

1. **Mobilisation capable of encouraging participation and activation of the workers**
2. **Building a continual dialogue over time**

- **Internet:** connection of workers, meetings and assemblies, union bulletin board, instrument of communication and information
- **Referendum** (Statute of workers' rights)
- **Surveys** by means of questionnaires: distribution, filling out, discussion (needs and proposals)
- **Activating services** (such as Training, Italian language schools)
- Innovation of places, times, procedures and methods for **assemblies**
- Innovation of procedures for **strikes** (relations with the institutions and public opinion)

Determine the concrete attainable objectives in the context of broader claims

- Planning: long and short term strategies
- Determine and attain objectives that can be achieved
- Start with smaller claims to arrive at broader claims
- The objectives can be different for different workers because there is a large number of professional and contractual categories operating in complex production processes, just as in plans for personal life and work

Build networks

Build continuous constant relations among

- the union
- the workers (also among themselves, company, site and supply chain networks)
- the unions and self-organised groups of temporary employees
- the cultural / social associations
- the public institutions
- the public

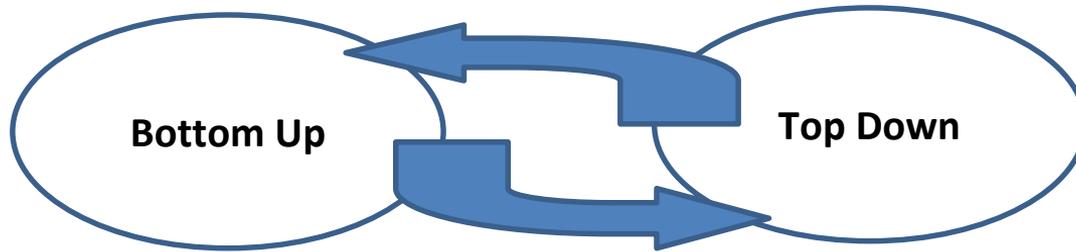
Demand for innovation in the union

- **Reorganisation.** Coordination and work groups on a company, professional, site or supply chain basis (encourage cooperation among associations)
- **Horizontal inclusion:** involve all the contractual categories (including self-employed)
- **Vertical inclusion:** involve all the persons in the production process, including top professionals and first line managers
- **Reach and be reached:** union of the street and itinerant, trades union centres.
- **Meet worker and social needs:** enhance the role of the services
- **Focused campaigns and strategic unionising:** focused campaigns capable of encouraging the involvement of the public, associations and institutions

Demand for innovation in the union

- **Strengthen democracy:** democracy in which people take part and decide should be encouraged in all the decision making processes and also to reinforce representation
- **Exchange of knowledge and inclusive representation:** encourage exchange among unionists and workers, exchange of experiences, self-evaluation of cases
- **Research and training:** strengthen research and training with concrete experiences
- **Invest:** personal, economic and organisational resources
- **Europe:** strengthen European action

Bottom-top circular logic



Demand for innovation in the union

- Facilities for sharing, exchange, support and planning of the experiences in union innovation (practical)
- Collection and analysis of the experiences

Supporting as much as possible the experiences already in progress and encouraging the creation of new ones, reducing spontaneity in favour of an increasingly more structured overall strategy

Thank you

CGIL

