



# 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

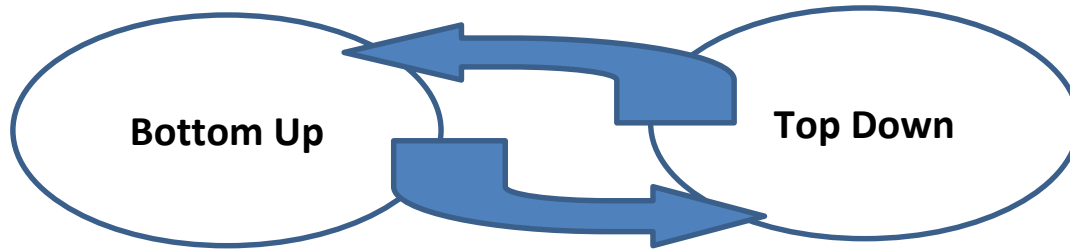
- **Reorganisation.** Coordination and work groups on a company, professional, site or supply chain basis (encourage cooperation among associations)
- **Horizontal inclusion:** involve all the contractual categories (including self-employed)
- **Vertical inclusion:** involve all the persons in the production 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**

