



MANIFESTO

IG Metall in a new era.

TOGETHER
FOR TOMORROW

IN SOLIDARITY AND JUSTICE

We live in an era of **fundamental changes.**

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The new 21st century world is unfolding before our eyes; it is both threatening and promising. A global market of unprecedented dimensions has emerged; feverish scientific and technological progress is changing our entire lifestyle and the working world; the risk of environmental destruction in so many cases requires a transformation of industry and the whole economy. Climate change, digitalisation and globalisation are changing our world on a large scale and massively encroaching on our everyday lives.

Capitalism has always been dynamic, create and destructive. It was only by civilising it through strikes, collective countervailing power and the rules of the social market economy - containing it in a democratic social state based on the rule

of law - that its creative but also destructive energy was converted into better lives for an increasing number of people. Yet, the struggle for a genuinely democratic and just economic order goes on. Today we are continuing to fight in a world of globally networked value chains and trade flows, in the era of a new technology leap and threats to natural resources. This does not make our fight any easier. However, it means that continuing with this incomplete historical mission of the labour movement in the 21st century is all the more important and worthwhile.

Our members produce for markets and people around the world. We are aware of the opportunities of the international division of labour and global trade, and we experience the benefits of new products, services and opportunities as consumers

Capitalism has always been
dynamic, creative and
destructive.

The **transformation** affects all of us!

Yet, in our companies, we also feel the competition with people and companies around the world, experience dumping pressure, relocations, fluctuations in demand, trade conflicts and the new competition with smart machines and artificial intelligence. And while we build ever better cars and aircraft, steel products, machinery and equipment, we experience the heat records, flood disasters and summer droughts resulting from climate change. Around the globe, and in particular in the poorest regions, people already feel its impact today. | 5

The global world market is becoming increasingly conflictual, technology is becoming increasingly more effective, and climate protection is becoming increasingly urgent. These massive changes are strongly impacting on our companies. We see a fundamental change, nothing less than a transformation of our economy, our lifestyle and the world of work. What is at stake is the future of industrial sectors in Germany as a location for industry, and the future of people working in industry and trades. From large corporations to medium-sized companies, from suppliers to master craftsmen, everyone is affected to a greater or lesser extent.

IG Metall is embracing this change with self-confidence, optimism and a fighting spirit. As a large industrial union in the heart of Europe, we will shape the change. The development of modern capitalism is human-made; we can and will influence it. This is the pledge of democracy, co-determination in industry, the emancipation of humankind from externally directed restraints.

With self-confidence, optimism and a **fighting** **spirit.**

For 127 years, IG Metall and its predecessors have been fighting for a just, democratic economic system in which people jointly increase their prosperity through good and meaningful work, jointly protect themselves against major risks in solidarity, jointly shape their working and living conditions and fight to secure a fair share in the value created. Fair distribution, equal opportunities for all, democracy in the economy and society and the free development of each individual in an open society – these have been and remain our values, and we will uphold them in future. Safety, justice and self-determination – this was and remains our target vision for the work-

oriented society – in the past, at present and in future.

In solidarity for everyone – this is our **value compass.**

Securing and expanding the social welfare state is key to leading our society safely and peacefully through the radical change. Only those who are socially protected can develop their full potential in a genuinely self-determined manner without seeing their livelihoods under threat and can make a contribution to society. Fear, envy and misery, by contrast, threaten civilised society, driving people apart and promoting conflict. Our social welfare state has to offer reliable protection for people in the event of illness and unemployment, and as they get older. Moreover, the state has to support people regarding the adjustments they will be required to undergo in future. A solidarity-based social welfare state will not accept “losers”, losers of globalisation or digitalisation, losers of brutal competition for jobs. A solidarity-based social welfare state will continue to help each individual find their place within society in future. Solidarity for everyone – this is our value compass.

This change is a task for the whole of society; its costs and burdens must not be borne solely by those directly affected.

This requires government action connects up industrial, structural, labour market, family and education policies. We need an active, democratic state that invests, fixes rules, prevents dumping, supports regions and offers workers and employees the time, money and opportunities they need to benefit from the change.

After all, many people work in jobs that will no longer exist in future. They will face new tasks that we are not really familiar with yet. We will not allow these risks to be transferred to individuals. We demand that employers and politicians assume their social responsibility, recognise the signs of the times and do not ignore change.

We demand social transformation.

We will **not** allow the **risks**
to be **transferred** to
individuals.

We **shape** the **change.**

However, we must and will not remain on the sidelines. We actively help shape the change by consistently participating in developments in the companies and autonomously negotiating pay and working conditions with the employers. We are also pro-actively tackling this task in tomorrow's digital world of work. However, this only succeeds really well if we manage to achieve strong, possibly nationwide collective bargaining agreements. Strengthening such agreements is one of our key strategic tasks. After all, in the absence of such agreements, workers and employees are left to their own devices, and employers drift into competing for low pay and poor working conditions. Collective bargaining agreements civilise competition in free markets, balance power relations, promote solidarity among workers and encourage fairness among the companies within a given sector. Co-determination and collective bargaining negotiations are core elements of economic democracy. Greater democratisation of the economy, government and society remains our goal, even in the era of globalisation.

Further, and not least in this era of an integrated international market, we promote the values of peace, disarmament and understanding among the nations. We continue to fight for a unified, democratic and social Europe. The European model of the social welfare state must not fail due to its intrinsic weakness. It competes with the unbridled American-style market fundamentalism and the authoritarian and repressive state capitalism in China. We reject these approaches.

And we continue to fight for a fair global economic order. International trade wars and the nationalist slogans of our times are highly dangerous. We are experiencing a new nationalism, a brutalisation of international relations. We are witnessing ruthless and intolerable exploitation, we are seeing new resentments and homophobia even in old bastions of democracy. As a trade union, we are called upon to counteract this. IG Metall believes in international cooperation and collaboration in all areas including the economy.

We are fighting for a **just**
global **economic system.**

Workers of the world:

Communicate!

The illusion of isolated, national economic areas has become obsolete. Fair trade regulated in the interest of workers and employees may help everyone. A radically unleashed free world market will exclusively benefit capital. Global trade must not harm the environment, it must protect the interest of workers and consumers. To that end, it needs rules. We are fighting for such rules, internationally, across borders. IG Metall networks with industrial trade unions in Europe and worldwide, in the framework of IndustriAll Europe and IndustriALL Global. Workers of the world: Communicate! Don't let yourselves be played off against each other!

IG Metall

fully

supports the goals of the

Paris Climate Agreement.

As an industrial union, we are committed to protecting our natural environment and hence the future of humankind. With ongoing climate change, this life-threatening challenge is more urgent than ever. IG Metall fully supports the goals of the Paris Climate Agreement. And we are committed to the goal of a sustainable, largely decarbonised economy in Germany and Europe. In many of our industries, in particular, this results in immense pressure to be innovative, sustainable, modern and more climate-friendly. Climate protection puts our industries under stress as they have to change. Yet, we also see the enormous opportunities associated with the transformation into a sustainable, modern industry for our country and our companies. After all, we have been working on the new technologies required to that end for many decades now.

We build cars, trains, ships, aircraft, wind turbines, lifts, machinery, agricultural machines, heating systems, power stations, steel, and many other products. All these products will be required in future. We will be able to produce and harness them in a sustainable, modern and climate-friendly manner. Humanity will need these sectors and the associated services if it wants to deliver the transformation as a sustainable, modern world of well-being. And our country needs these industries - they make our economy stable and solid because they create the value chains required around the world and are able to assure prosperity in our country. We confidently say that this transformation can only succeed in cooperation with us, i.e. thanks to the skills, the commitment and the knowledge of our colleagues.

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Yet the transformation of industry will not happen on its own, through the free market. We need an active, democratic government pursuing an industrial policy committed to promoting investments in the industries of the future, fight environmental dumping in world trade, promoting the establishment of new, key technologies, countering the constant rise in electricity and power prices and promoting affordable mobility available to everyone. The transformation is a historic social task requiring the collaboration of politicians, companies and workers in the framework of social partnership.

We know that not every business model, not every technology and not every job will survive in the new era of a decarbonised, digitalised industry. IG Metall is fighting for protecting and supporting workers – not for protecting every job in its current form. The dignity of work rests in its purpose, its social benefit, its social recognition. However, if jobs and socially supportive locations disappear, workers need new perspectives, new jobs and support during the transition from their old to their new job. We need clear prospects for everyone – not a future in precarious, poorly paid jobs. Here, too, one thing is for sure: the transformation is a task for the whole of society. Its costs must not be transferred to individuals. A rampant, capitalistic market alone will not do. In a nutshell:

We demand ecological transformation combining both issues: the protection of our natural environment, and the protection of workers as an element of this environment.

Today more than ever, IG Metall also fights for equal opportunities for people and freedom from discrimination. Regardless of gender, sexual identity, origin, colour or religion, everyone should be able to develop their full personal

er also includes commitment to equal opportunities, diversity and an open society. After all, a society that displays a lack of solidarity, in which everyone is threatened with decline, social isolation, unemployment or even poverty, will antagonise people. That is exactly what we feel in Europe today: The cohesion of our societies is threatened as a result of hatred and right-wing extremist agitation; there is growing hostility towards other groups, and people perceived as foreigners or with different lifestyles. We stand together to fight this. We will stand up to right-wing populist, radical right-wing and nationalist developments: in the companies, in the streets, and within society!

We stand **together**
against hatred and propaganda!

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We can do so because we are many. IG Metall is strong because it shows solidarity, solidarity among its members, solidarity with the vulnerable members of society. We are strong if we stand up for the interests of people, both internally and externally, if we are frank in our dealings with employers, in partnership with other social groups but are also prepared to engage in conflict if necessary. The power and strength of the many, the power and strength of a large-scale popular coalition, can move mountains. This remains the case in the 21st century: If you join forces, you are stronger! Our strength lies in the organised members in the companies, where we help shape and determine developments, where we create the prosperity of this country.

Our strength lies in our ability to enthuse our members for common goals: in the companies, in collective bargaining policies, in the mobilisation for socio-political change. Our strength is the daily commitment of tens of thousands of colleagues strongly committed as shop stewards, works councils, representative bodies for severely disabled employees, young people and trainees to promote coexistence in a spirit of solidarity. Their commitment sends out a clear signal: We demand more co-determination, more participation, more democracy within companies and society. We do not accept any decisions taken over our heads.

We demand democratic transformation.

That is why it is so important for us to keep growing in numbers, within IG Metall but also the other trade unions affiliated to the Federation of German Trade Unions (DGB). We must again manage to convince more people from the new generation, the new worlds of work, the new sectors and the new lifestyles. We need joint action, solidarity and strong trade unions, even in the current 21st century, in particular in this new era. Our members are the basis of IG Metall. We act jointly – in solidarity to promote a safe, fair and self-determined world of work. In order to retain our strength, we have to include the recruitment of new members in everything we do.

The strength of the many is also their diversity. We have to meet the individual requirements and aspirations of our members. We have to anchor the principle of participation even more strongly in our thinking and action. Only if we act together will we be able to ensure that each individual can realise their full potential

And only if we act together will we be able to cope with the massive change in our companies. Workflows, structures and job contents will change, corporate culture and job profiles will be challenged. We metalworkers have to ask ourselves what that will mean for what we do. What competences and resources will our shop stewards and works council need to have in future? What attitude will they have to adopt – in the company, in collective bargaining disputes, in the political and social spheres? We collaborate with progressive social actors and are publicly present. We are involved. We enrich political debate with the expert knowledge and experience of our members.

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The **strength** of the many is
also their **diversity.**

Shaping the transformation.

Social. Ecological. Democratic.

We can create a more human world of work through new technologies. We can create fair conditions for world trade, ensuring competition that does not destroy any regions, does not entail dumping competition for low wages and poor consumer protection. We can deliver clean and sustainable industries. We can secure our social welfare state and firmly align it to human dignity. WE can also fairly distribute the wealth of our economies, even during the transformation, across collective systems, tax systems, social security systems and public goods.

We can and will shape this transformation in line with our values: social, ecological, democratic. We as society.

We as **IG Metall.**

Publishing details

Responsible: IG Metall Vorstand, Frankfurt am Main

Design: Werbeagentur Zimmermann, zplusz.de

Print: BWH GmbH – Die Publishing Company, Hannover
August 2019

