



**UNI P&M**  
UNI GLOBAL UNION  
PROFESSIONALS & MANAGERS

# **DRAFT GLOBAL P&M PROGRAM**

**UNI P&M WORLD  
CONFERENCE**

28-29 August 2019  
Kuala Lumpur, Malaysia

## DRAFT GLOBAL P&M PROGRAM

UNI Professionals and Managers (UNI P&M) will work to highlight and advance the interests of professionals and managers publicly and throughout UNI's structures and in all sectors with P&M membership. Additionally, UNI P&M will focus on the following key themes, which also contribute to the achievement of the UN Sustainable Development Goals:

### 1. SKILLS AND LIFELONG LEARNING

Professionals and managers need to consistently update their skills to stay up to date with a changing labor market, especially in our current era of digitalization. The onus for upskilling is increasingly shifted to the individual, however, with companies investing less in its employees. Collective bargaining plays a key role in ensuring that all P&Ms have access to up- and reskilling programs, and must be expanded.

- UNI P&M will liaise with affiliates and stakeholders to develop a roadmap for skills for P&Ms in UNI's sectors, and establish best practices for collective negotiations on skills frameworks.

### 2. ORGANIZING PROFESSIONALS AND MANAGERS

There is tremendous growth potential among professionals and managers globally, but unions need to be attuned to their sometimes different needs and perspectives in order to effectively organize them. While there may be cultural, ideological, and sometimes even legal barriers to organizing, it is important to challenge the myth that professionals in general and managers in particular are not interested in joining unions.

- UNI P&M will support P&M affiliates in their organizing efforts, and develop and share best practices for organizing professionals and managers in all UNI sectors.

### 3. WORK-LIFE MANAGEMENT IN A DIGITAL AGE

Technology has enabled professionals and managers to be connected to work 24/7, and there is in many cases also an expectation that they reply to work communication after the formal working day ends. This carries with it important psycho-social risks, including absenteeism, burn-out, and health issues. Some countries, most notably France, have introduced a right to disconnect in national laws, and unions have increasingly negotiated the right to disconnect into collective agreements.

- UNI P&M will gather best practices on the right to disconnect and develop recommendations that can be negotiated into collective agreements or used to influence governments and decision-makers.

### 4. WOMEN IN STEM

It is important for UNI P&M to have a gender perspective in all facets of our work, but to pay particular attention to women in STEM (Science, Technology, Engineering, and Mathematics). Much work needs to be done to support women working in STEM, to fight discrimination and gender stereotypes, to provide role models, and to encourage women to advance to managerial positions.

- UNI P&M will work with UNI Equal Opportunities to create programs and campaigns for existing and prospective women in STEM, and to ensure that women's issues are included in collective bargaining.

### 5. OTHER (REGIONAL) ISSUES

While the topics above are relevant for all UNI regions, some issues may need to be separately highlighted in the regions. In Europe, EU affairs naturally play an important role, including the recent issue of whistleblowing. In Africa, migration of professionals and managers carries with it important challenges that must be addressed.

- UNI P&M will work closely with the regions to develop programs and activities to address region-specific issues.