

# IndustriALL Global Union's World Conference for the Chemical Industries

6-7 May 2015, Hannover, Germany

## Action Plan

### Preamble

Having met on 6-7 May 2015 in Hannover, Germany for IndustriALL Global Union's World Conference for the Chemical Industries, delegates from all continents of the world declare their right and obligation to defend the rights and interests of workers in the global chemical and pharmaceutical industries with their commitment to the following action plan:

#### 1. Build Union Power throughout the world by:

- Focusing on union organizing, gaining union density, improving collective bargaining rights and social dialogue in the chemical and pharmaceutical industries, in all regions; IndustriALL and its affiliates in the industries will wage all efforts to consolidate and develop union power and solidarity during organizing efforts and campaigns;
- Promoting the participation of unorganized workers, precarious workers, women and young workers, professional (white-collar) workers, and others who do not yet benefit from the protections of a collective agreement;
- Supporting the development of strong, democratic, independent, representative and sustainable trade unions in the industries;
- Building unity among workers and unions at global, regional and local levels through the development of industry and company networks, conferences, workshops and campaigns.

#### 2. Confront global capital by:

- Supporting affiliates who are fighting for their rights and for decent work against governments and employers in the chemical or pharmaceutical sectors;
- Strengthening solidarity among its affiliates through trade union networks for the same or related multinational companies; IndustriALL and its affiliates will give support and high priority to trade union networks at the global, regional and national levels and will promote cooperation between trade union networks and European Works Councils ; in addition to company networks, IndustriALL will continue to recognize the Global Pharmaceutical Unions' Network;
- Improving and enforcing the provisions, monitoring and implementation of current global framework agreements in the industries, and seeking opportunities to negotiate new ones wherever possible;
- Being a powerful voice for workers at the institutions of global governance with a special attention to trade agreements such as TTIP, TPP, CETA with their possible effects on the chemical and pharmaceutical sectors; in this context IndustriALL will oppose any attempt to weaken REACH chemical safety standards; IndustriALL Global Union will continue collaboration with its sister organization IndustriALL European Trade Union on TTIP, and provide regular information to its affiliates about developments in those trade agreements in the context of chemical and pharmaceutical sectors.

3. Defend workers' rights by:

- Building capacity to mount campaigns, where necessary, against multinational chemical and pharmaceutical companies, including companies related to them through their entire value chain, that clearly demonstrate a failure to respect workers' fundamental rights;
- Initiating solidarity action against attacks on workers' rights wherever they occur;
- Making full use, where appropriate, of intergovernmental and international bodies such as the UN, the ILO, and the OECD to ensure that global standards and international expectations are adhered to by chemical and pharmaceutical employers;
- Continuing to use ILO sectorial activities as a mechanism to protect and enhance workers' rights and developing social dialogue in the chemical and pharmaceutical industries;
- Demanding an end to all discriminatory barriers to the full participation of women and other equity-seeking groups and allowing their full and strong participation in trade union activities.

4. Fight precarious work by:

- Profiling the phenomenon in the sector through special surveys at sectoral and company level, and increasing awareness via sector-wide communications;
- Motivating affiliated unions to participate in IndustriALL's "Fight Against Precarious Work" campaign;
- Seeking the elimination, of clauses that limit the coverage of precarious workers in collective bargaining agreements; IndustriALL will provide communication for exchanging best examples and achievements in this regard throughout the sector;

5. Ensure sustainable industrial employment by:

- Raising awareness of sustainability issues and encouraging the ongoing engagement of affiliated unions in the development of policies and programs to ensure a sustainable chemical and pharmaceutical sector;
- Influencing the shape and purpose of industrial policy development and implementation for the chemical and pharmaceutical industries at global, regional and local level;
- Building a shared affiliate view of sustainable industrial policy;
- Investigating synergies with the sustainability strategies of other IndustriALL sectors, particularly energy;
- Focusing on the social and environmental impacts of the chemical and pharmaceutical industries, including social costs and benefits;
- Building affiliates' capacity to develop and implement their own vision of sustainable industrial development;
- Seeking better international, national, and regional legislative and regulatory frameworks for the protection of occupational health and safety, and the environment;
- Keeping regular interaction and dialogue with international chemical employers' associations and trying to reach a memorandum of understanding on sustainability for identifying major themes worldwide;
- Insisting on the full protection of the safety and health of chemical and pharmaceutical workers, through the full recognition of their rights to know about all of the hazards of their work and receive the education and training to do it safely, the right to refuse or shut down unsafe work, and the right to be a full partner in the development and implementation of all health and safety policies, programs, risk assessments, and work procedures.

Conclusion:

In conducting this action plan, IndustriALL and its affiliates will have clearly defined targets and desired outcomes to make an impact and include components of organizing and building stronger unions.

In the globalized economy of the 21<sup>st</sup> century, global trade union rights are more relevant than ever before. IndustriALL Global Union and its affiliates will not rest while these rights continue to be under threat.

An injury to one, is an injury to all.