



European Federation  
of Building  
and Woodworkers



## **LafargeHolcim World Union Conference Declaration Hyerres, France 19 October 2016**

We, the workforce representatives of LafargeHolcim, representing workers from North America, Latin America, Africa, Middle East, Europe and Asia, gathered in Hyeres and discussed our common issues, goals and needs.

We are open to social dialog with LafargeHolcim management in all areas and on all topics where workers are affected. We appreciate the willingness of the corporate management to enter into this dialog, but we need to see more serious commitments, timely solutions and finally a written agreement.

We especially invite LafargeHolcim management to enter into dialog in the following areas:

- The excessive use of contract and subcontract workers
- Workers rights including decent working conditions
- Trade union rights – including Health and Safety involvement and the right to organising
- Social Responsibility for LafargeHolcim employees, including subcontractors.

In order to enter into a real social dialog, we identified the following goals:

- We demand from the Corporate management to negotiate in good faith a Global Framework Agreement with IndustriALL and BWI. This must contain – among other topics – the following issues:
  - The ILO core conventions
    - No forced labour (ILO Conventions 29 and 105)
    - No discrimination; provision of equal pay (ILO Conventions 100 + 111)
    - No child labour (ILO Conventions 138 and 182)
    - Freedom of association and right to collective bargaining (ILO Conventions 87, 98, 135 and Recommendation 143)
    - Protection of all workers representatives
    - Decent wages and working conditions, including social protection
    - Safe and healthy working environment

- Engagement to include suppliers + contractors to implement the standards
- Monitoring which includes trade unions
- Joint conflict resolution mechanisms in case of conflicts that cannot be solved on local, regional or national level
- A joint monitoring system with LafargeHolcim management and the Global Unions
- A full and meaningful involvement of workers and their representatives in Health and Safety matters within LafargeHolcim
- Establishment of a World Union Committee/World Works Council
- We are willing to cooperate on these matters and come to a fair settlement for all the above-mentioned issues, but we are also willing to go into discussions in order to achieve these goals.

As a sign of good will we ask from LafargeHolcim to enter into negotiations about the above mentioned agreements asap and to confirm the willingness to hold the next (global) WUC meeting in October 2017 in India (Delhi) with management and trade union participation.

Adopted unanimously in Hyeres, France, on 19 October 2016.