

## South East Asia Cement Network Declaration – Indonesia, 24 July 2019:

“For a sustainable cement industry in South East Asia: Stop unfair competition globally and protect cement workers locally”.

On 23/24 July 2019, over 40 trade union representatives from Indonesia, Vietnam, the Philippines and Thailand gathered in Indonesia upon invitation of IndustriALL Global Union and discussed the situation in the cement industry in South East Asia.

Our core concerns with respect to the strategically important cement sector are the following for all countries involved:

- Cement business sees unfair competition (i.e. through subsidized cement exports)
- Unfair wage competition through outsourcing of even core work (mining/sourcing, transportation, services, production and maintenance) and also wage dumping executed by external/foreign investors.
- Hazardous working conditions and growing pressure on the workforce are a risks to fair working conditions, and even worse, for the health and safety of workers in the sector.
- Pressure on Collective Bargaining Agreements due to the unhealthy price competition and non-CBA-companies, as well as through unjustified outsourcing of core business and employing the workers through agencies or sub-contractors without CBA

We state that:

- **Clinker/Cement is a product that is needed all over the world, but due to its nature it should not be transported too far due to an already high Greenhouse Gas Footprint.**

We are convinced that only joint action can save a sustainable cement production in the South East Asian countries. Therefore, we demand from our respective governments to

1. Guarantee to respect the ILO Core conventions, namely
  - a. Ban of child labor
  - b. Ban of forced labor
  - c. Equal pay for comparable work, no matter whether “direct” or regular employed or subcontracted/outsourced
  - d. Right to join trade unions and right to collective bargaining i.e. Collective Bargaining Agreements for all cement producers, whether local or global, that produce cement locally.
2. Ban unfair competition of “cheap” cement through pricing carbon on imported cement and/or clinker if not done in the countries of origin.
3. Stop cement or clinker transportation over long distances in order to reduce the carbon footprint.
4. Ban outsourcing of core business and employment of cement workers as subcontractors (especially in mining/sourcing, transportation, maintenance and other core activities).

5. Guarantee adherence to the CBA in force by all cement producers, including outsourced workers being active in the core business, including the ready-mix concrete and aggregates division, as well as white and blue collars
6. Governments are asked to ensure good job quality and standard of labor and skills. To this end, skills and professional training systems are also necessary in and for new operations, no matter whether from local, global, or other companies. Wage dumping is a threat to the whole industry and shall be avoided.
7. Improve joint activities (employers<>trade unions <> governments) that lead to better health and safety measures for the workers in the sector (i.e. crystalline dust, noise, confined spaces, stress...)
8. Encourage women to join the trade unions in the sector and also aim for leadership positions in their respective trade unions.

Adopted unanimously in Indonesia, 24 July 2019