

IndustriALL Global Union's World Conference of the Materials Industries

02 – 03 November 2017, Bremen, Germany

ACTION PLAN

Preamble

The overall landscape in the materials industries worldwide has changed and continues to change. A huge transformation and restructuring through mergers, acquisitions and consolidations in the industries has changed the profile, industrial footprint and strategies of the major multinationals.

Furthermore, the fourth industrial revolution, called “Industry 4.0” has also reached the materials industries. This is a reality happening today, and there will be a lot more in the foreseeable future. Digitization leads to changes in production and – even more – in services and distribution, also in the materials industries sector.

It goes without saying the present state of affairs and future projections will create challenges and difficulties to workers and unions in the industries.

In the framework of this political background:

- Having met on 02-03 November 2017 in Bremen, Germany, including over 60 delegates from 21 national unions in around 16 countries from each continent of the world;
- Having discussed and debated over two days all the challenges and difficulties in the materials industries;
- In consideration of IndustriALL Global Union's five strategic objectives and goals endorsed by its 2016 Congress in Rio de Janeiro, Brazil;

The World Conference adopts the following Plan of Action for the Materials Section of IndustriALL Global Union for the upcoming four-year period:

1. **Build Union Power:**

- Promote international solidarity and cooperation by supporting and reinforcing organizing and recruiting efforts of affiliates in multinational companies, including their supply chains;
- Create an enabling environment for organizing through support and solidarity for the unions willing to show growth using global tools (i.e. GFA's, union networks);
- Offer education and training to trade unions based on best practices, exchanges of knowledge and experience, and strengthened cooperation between unions and regions and create joint training programs and activities
- Integrate the whole supply/value added chain into our efforts through organizing and collective bargaining processes;

2. Confront Global Capital:

- Continue with the work on our MNC strategy, including creation of global networks and GFAs in order to enhance trade union presence and power in the MNCs;
- Create more extensive trade union networks, including workers at suppliers and/or contractors and subcontractors;
- Establish close links between trade union networks and global framework agreements through global union committees, annual conferences, and other means.
- Continue with regional activities in cement networks in North America, Asia Pacific, South Asia, Europe and MENA; and glass activities in South Asia, Latin America and Europe;
- Continue with existing networks and GFA implementation, and use them to broaden IndustriALL affiliates' footprint in major MNCs, particularly at LafargeHolcim, HeidelbergCement, Owens Illinois and Saint-Gobain.
- Carry out an assessment of the trade issues in the materials industries, particularly over the impact of Chinese dumping on affiliates and strategies that affiliates have used to address this problem;

3. Defend Workers' Rights:

- Improve the health and safety of workers in the materials industries
 - reduce hazards and risks, improve working environment;
 - raise health and safety matters wherever and whenever necessary and possible, make it an issue in the MNC's policy;
 - Participate in joint health and safety initiatives, including local, regional/national and global committees;
 - Use occupational safety and health matters to raise awareness and facilitate organizing;
 - Improve the working environment in the materials industries (including crystalline dusts, fibres, heavy loads, ergonomic hazards,...)
- Integrate more women into union networks and also into leading positions and functions;
- Raise awareness among our affiliates for women's and young workers' needs;
- Work on women-specific issues (i.e. equal pay) in order to be cognizant of the day-to-day experience of potential female members;

4. Fight Precarious Work:

- Limit the use of precarious work as much as possible
- Organize precarious workers (blue collars, white collars, men and women) into trade unions, throughout the entire supply chain
- Use the GFAs and social dialogue with Multinational Companies at global level to limit the use of precarious work and to organise the affected – precarious - workers and to secure their rights
- Include precarious workers into the CBA provisions in the "mother company" wherever possible and to negotiate generic CBAs for precarious workers.

5. **Create Sustainable Industrial Employment** with Promotion of a sustainable industrial policy in the materials industries
- Continue the work for a new model of growth as a key issue for the future of jobs on the basis of strategic analyzes for each sub-sector with all economic, industrial, environmental, demographic and social challenges;
 - Focus on social issues, but also link with environmental and circular economy issues, use stakeholder panels to raise workers' and locals' needs and topics;
 - Discuss consequences of digitization and Industry 4.0 for the materials industries and the working people in the sector, find valid answers and demands.

Adopted unanimously on 3 November 2017