



IndustriALL Global Union's World Conference for Rubber Industry

22-23-24 April 2013, Budapest, Hungary

Action Plan

Around one hundred delegates from some twenty countries attending the World Conference for the Rubber Industry held on April 22-23-24, 2013 in Budapest upon the invitation of the Hungarian Chemical and Energy Workers' Federation (VDSz) welcoming the founding of IndustriALL Global Union. All the participants believe this historical unification has great potential to overcome the challenges which manufacturing, energy and mining workers and their unions throughout the world face through greater power, unity and inter-sectorial synergies to build up global solidarity in the face of corporate restructuring, market competition, and rapid technological change. The priorities of organizing and building stronger unions, fighting for trade union rights and struggling for an economic and social model that places people first are shared by all the participants.

Within this framework, IndustriALL Global Union's World Conference for the Rubber Industry will give particular attention to the following points in its Action Plan in the period to come:

- Organizing and Increasing Union Membership: The Sector will give specific attention to union organizing and increasing union membership through campaigns targeting the operations of the multinational rubber companies that dominate the sector. Creating strong, democratic, independent and stable trade union structures will be supported.
- Effective Communication: The Conference underlines the importance of communication among the unions organizing workers in the sector. Special attention will be given to the timely exchange of corporate information, conflicts and collective bargaining processes.
- Reinforcement of Trade Union Networks: The delegates consider trade union networks in the sector to be crucial instruments in building up genuine union power at the global level in the rubber sector. These networks are the best tool for effective exchange and sharing of information. IndustriALL Global Union and the unions in the sector have been asked to allocate more resources so that union networks in the sector could properly function.

- Bridgestone Firestone Global Union Network: The Conference appreciates the continuity of the activities of this network, and looks forward to deepening the scope of its activities.
 - Goodyear Global Union Network: The participants express a strong desire to revitalize the functioning of this network with regular activities.
 - Michelin Global Union Network: The Conference conveys its appreciation towards French affiliates and the European Works Council for forming a Michelin Global Union Network. The delegates also welcome the news that Michelin's management have already announced its readiness to negotiate a Global Framework Agreement (GFA). The role of the Global Union Network in the GFA process is particularly underlined.
 - Continental Global Union Network: The Conference notes the difficulties that trade unions face at Continental operations in different parts of the world. The delegates underline the importance of cooperation and solidarity among the unions organizing Continental workers in different segments and areas.
 - Pirelli Global Union Network: The delegates pledge full support to the formation of a global network among the unions organizing Pirelli workers. The Secretariat has been asked to initiate the necessary communications with relevant unions with this objective.
- Working closely with the Auto Section: Considering the vital relationship and interaction, the Conference looks forward to having close cooperation and joint work with the Auto Section. Organizing joint strategy meetings targeting union organizing activities will be an important tool for the rubber sector.
 - Specific attention to the non-tire sector: The Conference recognizes importance of the non-tire sector given mass employment in rubber, plastics, and other kinds of rubber-related products. It is important to target some major multinational companies, such as Hutchinson, Trelleborg, Freudenberg, and Veyance.
 - Global Framework Agreements: On the basis of the general policies of IndustriALL Global Union, the participants consider that analyses of the relevance, performance and possible effects of global framework agreements in the rubber sector to be important. The Secretariat has been asked to develop and expand the GFA processes with sector leaders to establish effective relationships and ensure that the principles set forth in all GFAs are actually followed by employers, regardless of the country in which they operate.
 - Solidarity actions and international campaigns: The delegates define mutual support for the struggles of unions in the sector for their rights to be a priority. IndustriALL Global Union shall continue to assist in the protection of the rights of workers in the sector, in particular through its affiliates and other unions from developing countries, or where there are massive layoffs due to the

closure of production sites, or in other situations that cause significant social tensions.

- **Fighting against Precarious Employment:** The delegates underline the importance of the fact that IndustriALL Global Union shall assist trade unions in the sector in their fight against all forms of precarious employment, such as agency labor, and seek to provide employees with good working conditions and decent salaries.
- **Health&Safety and Sustainability:** The Conference encourages the distribution among IndustriALL Global Union member organizations information on best environmental practices, “greening” of the industry, and sustainable economic development, as well as the use of renewable energy sources. The Conference demands that workers be protected from occupational injury, disease, and death.
- **Gender Equality:** The delegates stress the importance of gender equality by working with affiliates to identify and remove barriers to women’s participation and representation at all levels in their unions. Together with all member organizations in the sector, IndustriALL Global Union will take action against all types of discrimination against women and workers with disabilities.
- **Young People:** The Conference defines the training of young people and opportunities for their employment as an important objective. In this context, the Secretariat is asked to promote and organize activities for youth.