

# INDUSTRIALL WORLD CONFERENCE FOR THE CHEMICAL INDUSTRIES

26-27 June 2019, Istanbul, Turkey



UNION RIGHTS AND SAFE JOBS FOR ALL



## ACTION PLAN

### Preamble

The World Conference for the Chemical Industries of IndustriALL Global Union takes place at the centenary of the International Labor Organization (ILO) as an important institution of the global governance system providing protection for the most vulnerable and secures rights for working people.

The World Conference greets the ILO Centenary Declaration for the Future of Work although critical demands of the labor movement are covered in a modest way as well as the historic new international Convention Against Violence and Harassment.

The world faces unprecedented levels of income inequality, shrinking democratic space and an age of anger where corporations have too much power and people too little. Given the increasing challenges for workers and trade unions throughout the world, it is essential to secure fundamental rights and protections for all workers. Freedom of association, the right to bargain collectively and the right to strike are vital for workers.

The World Conference affirms its support for occupational health and safety be recognized as fundamental to decent work and to take its place in the framework of ILO Fundamental Rights.

Regarding the new Convention, the World Conference does believe that world of work must be free of violence and harassment, particularly for women.

The World Conference considers that the political, economic and social context around the world is becoming more and more challenging for trade unions and workers. Restrictive enabling environment, through constantly changed labor laws, continue to decentralize collective bargaining in many countries, and put up more barriers to workers who wish to exercise their right to freedom of association. The right to strike is also being further restricted, and employers feel increasingly empowered to take an antagonistic approach to labour relations.

The chemical and pharmaceutical industries are no exception to these trends. The World Conference gives special attentiton to some hotspots in these trends, including Turkey, Brazil, Brexit Britain, the US, and India.

IndustriALL Global Union represents workers across the value chain of the chemicals and pharmaceuticals industry, in all corners of the world, and in national and multinational companies.

The Chemicals Section of IndustriALL Global Union, as part of this global struggle, commits to raise its voice and stand strong for workers' rights and for democracy in these difficult times more than ever. We need to be able to build union power and international solidarity in order to ensure democracy, peace, labour rights and good conditions for workers and their families.

Several demographic and industrial mega trends will ensure that the chemical and pharmaceutical industries will continue to grow in volume and importance around the world in the coming period. A growing population, increasing urbanization, a growing global middle class, and a growing pressure to provide medicines to all are some of these relevant mega trends.

A highly important mega trend in the sector is the technological change under Industry 4.0 which will continue to transform the world of work across the sector. The IndustriALL chemical and pharmaceutical sector demands a seat at the decision making table for unions through this industrial change, and prioritises the protection of workers with initiatives such as life long learning to ensure members benefit from the technological advances.

The World Conference also notes that climate change also provides a major challenge to the world of work. In addition to the actions to be taken for mitigating the impacts of the climate change, there is also an important agenda for workers around the Silecia Declaration adopted by the last COP Conference in Poland.

For all the transformation, particularly around Industry 4.0 and climate change, IndustriALL's Chemical Section anticipates the need for a Just Transition, and demands concrete responses to protect the rights and living standards of workers and their families and communities and deliver high-quality and sustainable industrial employment.

In addition, IndustriALL demands that companies and governments commit themselves to create an adequate Just Transition Fund, to be co-directed by representatives of relevant trade union organizations, and used for the preservation and creation of sustainable industrial jobs, and to supplement strong social protection programmes with comprehensive and creative labour adjustment programs for the workers affected, in order to preserve today's industrial capacity and build tomorrow's.

Through this Action Plan, IndustriALL Global Union aims to ensure a road map towards a strong trade union presence that can serve as a counter balance to capital through all of these changes.

### **Action Plan**

Having met on 26-27 June 2019 in Istanbul, Turkey, comprising over 230 delegates from around 70 affiliated national unions in some 45 countries from each continent of the world.

Having discussed and debated current and future trends and challenges; looking at labour issues including health and safety, precarious work, Just Transition, Industry 4.0, networking, organizing, and coordinating strategies.

Having recognized that all unions are facing common struggles with common employers, particularly multinational companies, and with a commitment to fight together in solidarity to build trade union power and a united voice of chemical workers everywhere.

Having considered the IndustriALL Global Union's five strategic objectives and goals endorsed by its 2016 Congress in Rio de Janeiro.

The World Conference for the Chemical Industries adopts the following points as its Plan of Action to address the challenges in the industry.

## **1. Defend Workers' Rights:**

Fighting for Fundamental Rights:

- given the fact that chemical and pharmaceutical workers are on the front line of the fight against repressive governments and employers, IndustriALL Global Union will exert its global strength in targeted actions by our affiliates, through effective campaigns, and in strategic alliances with related organizations and other campaigners.
- IndustriALL will strengthen union capacity to respond to labour rights violations and build networks of national, regional and international solidarity by mounting global campaigns that mobilize unions around the world.
- IndustriALL will continue to carry forward efforts in the chemical sector to get recognition of workers' rights to freedom of association, collective bargaining and to strike, safe and healthy workplaces and an end to all forms of workplace discrimination.

Women:

- IndustriALL Global Union considers women's issues to be fundamental trade union priorities.
- IndustriALL Global Union will take actions to protect and defend the rights of women workers throughout all areas of the chemical industries.
- Work will be done to improve women's representation in activities and meetings of the sector, as well as to continue to map and prioritise the specific issues facing these groups.
- IndustriALL will make every necessary effort to respect the 40% target of women participation at all activities in the chemical industries. The same efforts will be made by the Secretariat and affiliates for the balanced composition of speakers in chemical events.
- The World Conference appreciates and supports the recently-accepted IndustriALL Pledge entitled 'Violence and Harassment against Women: Not in my Workplace! Not in My Union!' and strongly encourages its affiliates to accept and implement it.
- Efforts will be waged to identify women's issues at the sectoral level through mapping where women are working in the sector; to integrate women in sectoral and network action plans and to adopt strategies to increase the participation of women in sectoral work and company networks.
- IndustriALL will support their affiliated unions in order to reduce the salary gap between women and men, and will enhance positive actions to promote women to get better working positions, fostering also a work-life balance.

Health and Safety:

- The World Chemical Conference recognizes that occupational health and safety is a major priority for the sector.
- The sector will work to push the industry for better recognition and openness on worker health and safety everywhere.

- IndustriALL will continue to work to achieve safe and healthy working conditions for chemical workers and pursue strong and comprehensive health and safety provisions in GFAs.
- Chemical employers must take full responsibility for ensuring the health and safety of all persons doing work on their or a subsidiary's behalf or present on their sites, whether full-time direct employees, suppliers, contractors, subcontractors, students, truck drivers, visitors, or others.
- IndustriALL Global Union will continue to insist on respect for workers' rights: to know about all of the hazards of their work and to receive the education and training to do it safely; to refuse or shut down unsafe work without fear of reprisals; and to be a full partner in the development and implementation of all health and safety measures.

## **2. Build Union Power:**

### Union Organizing:

- Organizing and retaining members is the number one priority in all the work of IndustriALL Global Union in the chemical and pharmaceutical industries.
- IndustriALL Global Union will continue to strongly focus on support for union organizing drives by affiliates in the sector.
- Efforts will be waged to integrate the whole supply/value added chain into our efforts through organizing and collective bargaining processes.
- IndustriALL affiliates in the sector will support each other's organizing campaigns, and trade union networks will identify non-union plants for possible unionization in cooperation with the affiliates in the country concerned to implement identified actions.
- IndustriALL will do its best efforts to create an enabling environment for organizing through support and solidarity for those unions willing to show growth using global tools (i.e. GFA's, union networks).
- IndustriALL and its affiliates will address the critical decline in membership through organizing the unorganized, precarious workers, the youth and women.
- IndustriALL and its affiliates will 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.
- As union capacity to recruit and represent young workers is vital, IndustriALL Global Union will promote more active integration of young workers into unions and supports union efforts to organize them and address their specific concerns in energy industries.

### Boosting Unity and Global solidarity:

- IndustriALL Global Union will continue to work to overcome divisions in the union movement and build unity in the chemical and pharmaceutical industries.
- IndustriALL will continue to promote international solidarity and cooperation by supporting and reinforcing organizing and recruiting efforts of affiliates in multinational companies.
- IndustriALL and its affiliates in the sector will continue to support the development of strong, democratic, independent, representative and sustainable trade unions.
- Industrial transformations, including the impacts of Industry 4.0 will create a need for cross-sectoral cooperation across the chemical and pharmaceutical industries with a particular attention on capacity building.
- IndustriALL will continue work with other global unions to advance alliances along the supply chain.

#### Advocacy Work:

- IndustriALL will continue work with other global unions and IndustriAll European Trade Union to influence governments, intergovernmental agencies and multi-stakeholder initiatives to promote secure employment, labour rights and living wages for all workers.
- Since bilateral and international trade agreements affect the environment for enterprises in the chemical industries and the working conditions of their workers, IndustriALL will continue to work with the broader labour movement to demand that trade agreements promote equity and employment growth and do not undermine fundamental workers' rights, environmental standards and human rights and democracy.

### **3. Confront Global Capital:**

#### Campaigns and Solidarity Actions:

- IndustriALL Global Union will continue to engage in global corporate campaigns to build union power in multinational companies dominating the sector.
- IndustriALL Global Union will continue to give its support and solidarity to any conflicts in the chemical industries in line with its Charter of Solidarity in Confronting Corporate Violations of Fundamental Rights.

#### Trade Union Networks:

- IndustriALL Global Union will continue to create trade union networks at global, regional and national levels within multinational companies in order to enhance trade union presence and power.
- The World Chemical Industries Conference confirms its support in boosting the following trade union networks:
  - BASF, Solvay, DowDuPont, Unilever, Sanofi, Takeda, Fresenius Regional and Global Workers' Unions' Networks;
  - Latin America (macro sector) and Asia Pacific Regional Chemical Sector Networks;
  - Global Pharmaceutical Unions' Network;
  - Platform of Chemical and Pharmaceutical Sector Unions in India.

#### Global Framework Agreements (GFAs):

- IndustriALL Global Union will continue its work in negotiating, signing and implementing global framework agreements (GFAs) in the chemical and pharmaceutical industries in line with its Guidelines and Check-lists.
- The World Chemical Industries Conference encourages the use of global framework agreements (GFAs) in the chemical and pharmaceutical industries as effective instruments in putting IndustriALL's objectives in place.
- Specifically, GFAs must support efforts by workers to organise and bargain collectively in all countries where signatory companies operate. Failure by companies to respect their commitments will result in actions identified in "IndustriALL Global Union's Charter of Solidarity in Confronting Corporate Violations of Fundamental Rights".
- IndustriALL Global Union will seek opportunities to negotiate further GFAs with other multinational chemical and pharmaceutical companies.

- Genuine efforts will be made to establish close links between trade union networks, campaigns, and global framework agreements (GFAs) in the initiation, negotiation and implementation processes.
- IndustriALL Global Union will maintain and develop its close cooperation with sister global unions, particularly IndustriAll European Trade Union, in GFA and international social dialogue processes.

#### **4. Fight Precarious Work:**

- The World Chemical Industries Conference gives full support to IndustriALL's commitment to fighting against precarious work in all its forms throughout the world and promoting direct contracts of permanent duration.
- The Chemical Sector will continue to be part of the actions to STOP Precarious Work globally, nationally and regionally, particularly in multinational companies.
- Since precarious work has been identified as a major problem in the chemical sector, we will continue efforts to limit the use of precarious work as much as possible and to:
  - 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 to secure their rights.
  - Include precarious workers in collective bargaining agreement (CBA) provisions wherever possible and/or negotiate generic CBAs for precarious workers.
  - Establish opportunities for affiliates to exchange their experiences in addressing the problems of precarious workers through regional and multinational company networks.
  - Seek the elimination, or at least minimization, of clauses that limit the coverage of precarious workers in collective bargaining agreements.
  - Conduct joint organizing campaigns and joint campaigns against precarious work.

#### **5. Create Sustainable Industrial Policy:**

- IndustriALL Global Union's Chemical and Pharmaceutical Industries recognize that this sector is potentially very sustainable, but focus must be maintained on the changes that will take place in the transition to a new manufacturing reality under Industry 4.0.
- The sector will continue to fight for a new model of growth as a key issue for the future of jobs on the basis of strategic analyses for each sub-sector including economic, industrial, environmental, demographic and social challenges.
- Actions will focus on social issues, but also integrate environmental and economic issues, using stakeholder panels to raise workers' and locals' needs and topics.
- IndustriALL and its affiliates will work to protect and create sustainable industrial employment, with the promotion of sustainable industrial policies in the chemical industries.
- IndustriALL Global Union will continue to insist on the importance of the social dimension of sustainability including full recognition of the challenges faced by women and young people, intergenerational solidarity, valuing and transferring skills, in a changing climate sensitive economy.
- IndustriALL will continue to build its affiliates' capacity to develop and implement their own vision of sustainable industrial development by the sharing of good practices.

- The Chemical and Pharmaceutical Sector will develop collaborative activities with other industrial sectors seeking synergies to effect sustainable industrial policies.

*Fourth Industrial Revolution (Industry 4.0), Digitalization and Future of Work:*

- IndustriALL Global Union, within its overall program, will continue to discuss the consequences of digitalization and Industry 4.0 for chemical industries, and the working people in the sector, to find valid answers to our demands that these changes be implemented with fairness and justice to workers and all of society, and to avoid the capture of resources and added value for some to the detriment of all others.
- As the digitalization of the workplace progresses, several points must be won, particularly:
  - The right to information and consultation rights by workers' representatives, at the local, regional, national and international levels;
  - the right to education and training given the fact that more advanced digital skills & transversal skills require
  - the right to defined levels of privacy, at work and at home
- Close attention needs to be paid to health and safety issues in the new environment of world of work around Industry 4.0, particularly psychological stress, which is expected to increase significantly due to digitalization which brings increased level of multitasking.
- A greater attention must be given to collective agreements to handle the transition period, particularly around qualification, training, re-training, upskilling, reskilling.
- IndustriALL Global Union should continue to sensitization and capacity building in the sector at its activities at various levels together with information and experience transfer and sharing.
- A strong follow-up must be done over the conclusions of the ILO Global Dialogue Forum on Challenges for Decent and Productive Work arising from Digitalization in the Chemical and Pharmaceutical Industries (Geneva, 10-12 December 2018).
- IndustriALL Global Union should raise the impacts of Industry 4.0 with multinational companies in the sector with an objective to frame general principles throughout the worldwide operations of the companies concerned.

*Just Transition:*

- The Conference recognizes that the objective of a Just Transition is to provide a secure future for all workers, their families and the communities they are part of, especially for those in industries that may be impacted by efforts to limit greenhouse gases or by the introduction of new technologies.
- The World Conference confirms its support for IndustriALL Global Union's demands for a Just Transition in the context of sustainable industrial employment for chemical and pharmaceutical workers that will ensure that the rights and living standards of workers and their families and communities are protected.
- Policy level engagement towards diversification and sustainable industrial development will be implemented, including large-scale public investment in infrastructure and clean energy technologies, assistance for dislocated workers, access to education and training, preferential hiring to new jobs, or alternate solutions tailored to individual needs as part of a Just Transition programme.