

## IndustriALL Global Union Materials Industries Action Plan, 2024

The IndustriALL Global Union Materials Industries Conference brought together 50 participants from the unions representing workers in the Glass, Cement and Ceramics industries to reflect on recent achievements and challenges while outlining future strategies aligned with IndustriALL's four strategic goals established at the 2021 Congress.

### Advance Workers' Rights

- Fight back internationally and winning conflict cases through international solidarity. Support affiliates in strengthening their response to workers' rights violations.
- Promote industry-wide bargaining to reduce inequality in wages.
- Include gender equality (i.e. ILO 190) related issues in discussions during sector and company meetings. Encourage affiliates to include women (at least 40%) in their delegations format.
- Integrate precarious workers (agency workers, subcontract workers, migrant workers, etc.) into the protection of collective agreements.
- Integrating H&S as an essential part of the actions, activities and campaigns in MI sector Promote H&S as fundamental right in the sector. Use GFA's to improve H&S involvement of workers
- Reaching out to women, youth, and white-collar workers and organizing them throughout the entire supply chain.
- Expanding education and training activities related to decent work including social security, living wages, and sustainable industrial policy.

### Build Union Power

- Prioritize strategic organizing and bargaining campaigns in MNCs and their suppliers using GFAs, networks also in cooperation with other GUFs
- Initiate jointly with affiliates discussion of Industry 4.0, CCS/U, and monitoring of consequences for workers with the view to elaborate adequate responses.
- Build unity through company and regional networks, promote solidarity and joint activities / campaigns among affiliates and non-affiliated unions
- Lobby gender issues in every network/topic (meeting), encourage affiliates to respect 40% women participation.
- Support affiliates to increase their negotiating power.

### Confront Global Capital

- Make sure ILO core conventions and Due Diligence are part of MNCs global CSR policies, eventually aiming at GFA negotiation/conclusion. Seek opportunities to negotiate GFAs in the sector.
- Monitor and expose MNCs' violations of TUR also in their supply chain respect workers and TUR, core ILO conventions.

- Maintain and develop TUNs and through their reinforcement promote establishment of social dialogue in MNC's (aiming at GFA conclusion)
- Pursuing agreements with MNCs to establish mechanisms for regular social dialogue at the global and/or regional levels to enable global level negotiations with MNCs.
- Developing effective campaigning strategies against companies exhibiting bad behavior including companies related to them through their entire supply chain, with a view to build union power in materials sector.

### Promote Sustainable Industrial Policy

- Promoting sustainable employment relationships and demanding governments and employers to establish mechanisms that favor them.
- Mitigating effects on workers of digitalization of the industry and ensure a Just Transition to a sustainable industry.
- Support and inform affiliates about technologies remedies against climate change and consequences for workers
- Promote Just Transition concept and union demands, prepare regular surveys on actual situation in the sector using the existing networks
- Promote sustainable industrial policy and strengthening demands on governments in cooperation with the national centers and other industrial unions in their respective countries.