



# **ICEM WORLD CONFERENCE FOR THE RUBBER INDUSTRY**

## **“ Action Plan for Upcoming Period ”**

**May 13, 2009  
Nashville, TN, USA**

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## ***Global Union Power & International Solidarity in the Rubber Industry***

### **Solidarity and Campaigning for Basic Trade Union Rights and Union Organising**

- **Active and Effective International Action and Solidarity for defending and promoting basic trade union rights**
- **Campaigning against violations engaged by multinational companies and governments**
  - **Goodyear – Chile, Peru, Thailand, Malaysia**
  - **Michelin – Thailand, Colombia**
  - **Bridgestone – Hungary**
  - **Hankook – Hungary**
- **Campaigning for organising unorganised in multinational companies at global scale**



## ***Global Union Power & International Solidarity in the Rubber Industry***

### **Immediate Solidarity for Conflicts**

- **Not to allow multinationals to put workers and unions against each other**
- **Supporting, assisting and defending workers and unions facing with closures, shutdowns, mass dismissals, pressure for compromises or any kind of restructuring bringing deterioration on labour.**
- **Reinforcing coordination and cooperation for securing employment and social protections.**



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### **Effective and Active Solidarity in Collective Bargaining Processes**

- **Timely information : Providing and Exchanging**
- **Communication : Before, during and after negotiations**
- **Using global/regional networks as an effective means to exchange and share information**



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### **Employment Relationship :**

### **Decent Work in the Rubber Industry**

- **Campaigning for sector-wide standards in relations to employment relationship demanding decent work instead of precarious work.**
- **Encouraging unions in the industry to extend collective agreements to cover decent work for all with a view to securing equal treatment and rights, achieve equal pay and the same terms and conditions of work.**
- **Using global agreements for addressing the issue**
- **Developing and conducting special projects in cooperation with networks in multinational and regions**



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## **Networks**

- **Improving network activities in the existing company and regional networks for making sure of the effectiveness and administration in reaching objectives**
- **Creation of new networks by targeting leading and emerging multinationals**
  - **Michelin**
  - **Continental**
  - **Hankook**
  - **Trelleborg**
  - **Hutchinson**
  - **Carlyle**
- **Strengthening regional level initiatives in networking**



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### **Global Level Industrial Relations**

- **As a valuable instrument, global agreements should be able to facilitate organising activities of national unions through specific provisions such as neutrality**
- **A particular attention for precarious work (agency labour, short-term contract workers, etc.)**
- **Health, safety and environmental standards within global agreements will be strengthened**
- **Along with global agreements, seeking possibilities and waging efforts in entering into meaningful dialogues with multinationals and/or sectoral level employers' organisations**



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### **Health, Safety and Sustainability**

- **Industry and company-wide standards for health and safety**
- **Activities for reinforcing union participation at plant and company level**
- **International cooperation for sustainable jobs and safe work in the rubber industry**
- **Involvement in the industrial policy initiatives affecting industry's regulations at global scale**



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### **Global Level Cooperation**

- **Promoting close relationship between auto and auto supplier industries, developing cooperation with International Metalworkers Federation (IMF) and International Textile, Garment and Leather Workers Federation (ITGLWF)**
- **Seeking opportunities to organise joint/consecutive events to improve cooperation between unions in the same global production chain**



## ***Global Union Power & International Solidarity in the Rubber Industry***

### **Specific Solidarity Messages**

- **Hankook and Bridgestone – Hungary**
- **Continental – Germany/France**
- **Supporting EFCA Campaign in the United States**
- **Solidarity with Mexican Miners**



# Thanks

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